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ABSTRACT

This report, provides statistical data on the salaries of faculty and selected administrators in Oklahoma. Highlights pertaining to the 1997-98 academic year include the following: (1) the average salary for all full-time faculty, equated to a 9-10 month basis in Oklahoma state-supported colleges and universities, was $45,189; (2) average salaries increased $1,652 at four-year universities and $1,368 at two-year colleges; (3) the rank of professor at the comprehensive universities showed the greatest dollar increase over 1996-97--10.2%; (4) total full-time faculty was 4,133; (5) full-time salaries on a 9-10 month basis ranged from $4,784 to 144,200, and on an 11-12 month basis from $12,000 to $150,840; and (6) the average fringe benefits paid for faculty in a 9-10 month contract basis were $10,955, and for faculty on an 11-12 month basis, $13,929. Overall, the above statistics represent an increase from the 1996-97 academic year. Comprehensive universities' average salary in Oklahoma is now 90% of the national average, compared with 83% in 1987-88. (Contains 17 tables and 11 figures.) (AS)

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ED 426 720

Salaries in The Oklahoma State System of Higher Education 1997-98

Faculty and Selected Administrative Positions

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October 1998

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SALARIES IN
THE OKLAHOMA STATE SYSTEM OF HIGHER EDUCATION
1997-98

Faculty and Selected
Administrative Positions

Prepared by
Fiscal Division

Oklahoma State Regents for Higher Education
State Capitol, Oklahoma City

October 1998

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HIGHLIGHTS

For the purposes of this report, the term ***"comprehensive universities"*** *includes OU and OSU; the term* ***"four-year universities"*** *includes the ten regional universities (UCO, ECU, NSU, SEOSU, SWOSU, Cameron, Langston, NWOSU, Panhandle, and USAO).* ***"Constituent agencies"*** *refer to the OU Health Sciences Center, the OU Law Center, the OSU Agriculture Experiment Station, the OSU Agriculture Extension Division, the OSU College of Veterinary Medicine, the OSU College of Osteopathic Medicine and Surgery, and the OSU Technical Branches at Oklahoma City and Okmulgee.*

Average Salary: The average salary for all full-time faculty equated to a 9-10 month basis in Oklahoma state supported colleges and universities, excluding the constituent agencies, is $45,189 for the year 1997-98 (Table 1). This is an increase of $2,138 or 5.0% above 1996-97.

Increase by Type of Institution: Average salaries increased $3,080 at the universities, $1,652 at the four-year universities, and $1,368 at the two-year colleges. These salaries represent increases of 6.1%, 4.1%, and 3.8%, respectively, over 1996-97.

Increase by Rank: Among the three categories of institutions, the rank of professor at the comprehensive universities showed the greatest dollar increase over 1996-97--$6,535 or 10.2%. All other percent changes in salaries range from an increase of $1,094 or 3.5% for instructors at the four-year universities, to an increase of $2,157 or 5.1% for associate professors at the four-year universities (see figure 2).

Total Faculty: Total full-time faculty in 1997-98 is 4,133, an increase of 40 or 1.0% over 1996-97 (Figure 1).

Salary Range: Full-time salaries on a 9-10 month basis in the 25 institutions in 1997-98 range from a minimum of $4,784, a decrease of 49.4% from 1996-97, to a maximum of $144,200, an increase of $7,784 or 5.7% over the previous year (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of $12,000, a decrease of 48.9% from 1996-97, to a maximum of $150,840, an increase of 9.0%. These data exclude salaries for deans and other administrative personnel.

Increase in Benefits: The average fringe benefits paid for faculty on a 9-10 month contract basis for 1997-98 are $10,955, an increase over 1996-97 of $161, or 1.5% (Table 5); for faculty on an 11-12 month contract basis, the increase in benefits is $13,929, an increase of $827 or 6.3% (Table 7).

Oklahoma Average Salaries Compared to National: Comprehensive universities average salary is now 90% of the national average, compared to 83% in 1987-88. There is a slight decline in relative averages at the other two tiers of institutions.

NOTE: *The changes in average salaries are only partially related to salary increase action by governing boards. Other factors, such as resignations and retirements, can have an impact as well, particularly if new junior faculty are hired at lower salaries to replace departing senior faculty.*

TABLE 1

Table 1 presents the 1997-98 average salaries on a 9-10 month basis paid all full-time faculty by rank and by all 25 colleges and universities in The Oklahoma State System of Higher Education. These data include salaries of full-time faculty employed on a 9-10 month contract basis and full-time faculty employed on an 11-12 month contract basis with salaries equated to 9-10 months. Table 1 also includes the number of full-time faculty by rank and by institution.

The average salary on a 9-10 month basis paid in the 25 institutions in 1997-98 is $45,189. This represents an increase over 1996-97 of $2,138 or 5.0%. The average for comprehensive universities is $53,613, for four-year universities, $42,039, and for two-year colleges, $37,255. These salaries represent increases over 1996-97 of 6.1%, 4.1%, and 3.8%, respectively. The 1997-98 median of all institutions' average salaries is $36,907.

Salaries at UCO are higher than the comprehensive university average salaries for both associate and assistant professors. Average salaries for instructors are highest at the two-year colleges, and lowest at the comprehensive universities.

Faculty distribution by rank may influence the salary averages of the various faculty ranks within an institution. Table 1 shows a smaller proportion of faculty in the upper two ranks (professor and associate professor) at four-year universities than at the comprehensive universities. The comprehensive universities' average salary for all ranks is 27.5% higher than the average salary of all ranks for four-year universities. By rank, the comprehensive universities' average salary exceeds the four-year universities' average salary in the rank of professor by 36.1%, associate professor by 8.6%, and assistant professor by 2.9%. However, in the rank of instructor, the four-year universities' average salary exceeds the comprehensive universities' average salary by 28.5%.

The total number of full-time faculty reported in the 25 institutions in 1997-98 is 4,133—1,525 at comprehensive universities, 1,640 at four-year universities, and 968 at two-year colleges.

These totals compare to 1,501 at comprehensive universities, 1,631 at four-year universities, and 961 at two-year colleges in 1996-97. The total for all institutions was 4,093 in that year.

TABLE 1
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1997-98

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
University of Oklahoma	290	$ 68,792	252	$ 47,826	225	$ 39,138	46	$ 24,215	813	$ 51,564
Oklahoma State University	280	72,798	255	49,125	142	42,290	35	26,353	712	55,952
Comprehensive Universities	**570**	**$ 70,760**	**507**	**$ 48,480**	**367**	**$ 40,358**	**81**	**$ 25,139**	**1,525**	**$ 53,613**
University of Central Oklahoma	115	$ 55,667	86	$ 48,973	133	$ 43,610	45	$ 35,392	379	$ 47,510
East Central University	38	50,311	32	43,967	64	38,444	24	36,667	158	42,147
Northeastern State University	74	51,012	46	41,586	99	39,423	49	33,669	268	41,943
Northwestern Oklahoma State University	12	46,278	12	40,620	28	36,474	22	30,322	74	36,907
Southeastern Oklahoma State University	30	51,682	22	44,654	55	39,092	41	30,981	148	40,224
Southwestern Oklahoma State University	52	52,905	46	46,907	61	39,022	57	31,647	216	42,097
Cameron University	46	49,852	42	42,428	59	36,712	26	29,275	173	40,476
Langston University	8	44,199	29	42,728	48	34,642	32	31,758	117	36,511
Oklahoma Panhandle State University	6	43,569	14	38,433	13	34,236	19	27,275	52	33,953
University of Science & Arts	12	47,853	16	42,241	16	37,427	11	33,486	55	40,314
Regional Four-Year Universities	**393**	**$ 51,979**	**345**	**$ 44,621**	**576**	**$ 39,215**	**326**	**$ 32,300**	**1,640**	**$ 42,039**
Carl Albert State College	-	$ -	-	$ -	-	$ -	36	$ 33,242	36	$ 33,242
Connors State College	-	-	-	-	-	-	47	35,697	47	35,697
Eastern Oklahoma State College	-	-	-	-	-	-	44	35,896	44	35,896
Murray State College	-	-	-	-	-	-	40	33,729	40	33,729
Northeastern Oklahoma A&M College	-	-	-	-	-	-	79	33,303	79	33,303
Northern Oklahoma College	-	-	-	-	-	-	55	34,902	55	34,902
Oklahoma City Community College	-	-	-	-	-	-	105	39,256	105	39,256
Redlands Community College	-	-	-	-	-	-	29	31,717	29	31,717
Rogers University - Claremore Campus	-	-	-	-	-	-	59	35,301	59	35,301
Rose State College	-	-	-	-	-	-	142	38,534	142	38,534
Seminole State College	-	-	-	-	-	-	43	33,118	43	33,118
Tulsa Community College	-	-	-	-	-	-	248	41,408	248	41,408
Western Oklahoma State College	-	-	-	-	-	-	41	34,635	41	34,635
Two-Year Colleges	**-**	**$ -**	**-**	**$ -**	**-**	**$ -**	**968**	**$ 37,255**	**968**	**$ 37,255**
All Colleges and Universities	**963**	**$ 63,095**	**852**	**$ 46,917**	**943**	**$ 39,660**	**1,375**	**$ 35,368**	**4,133**	**$ 45,189**

NOTE: Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

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FIGURE 1

CHANGE IN NUMBER OF FULL-TIME FACULTY
1996-97 TO 1997-98

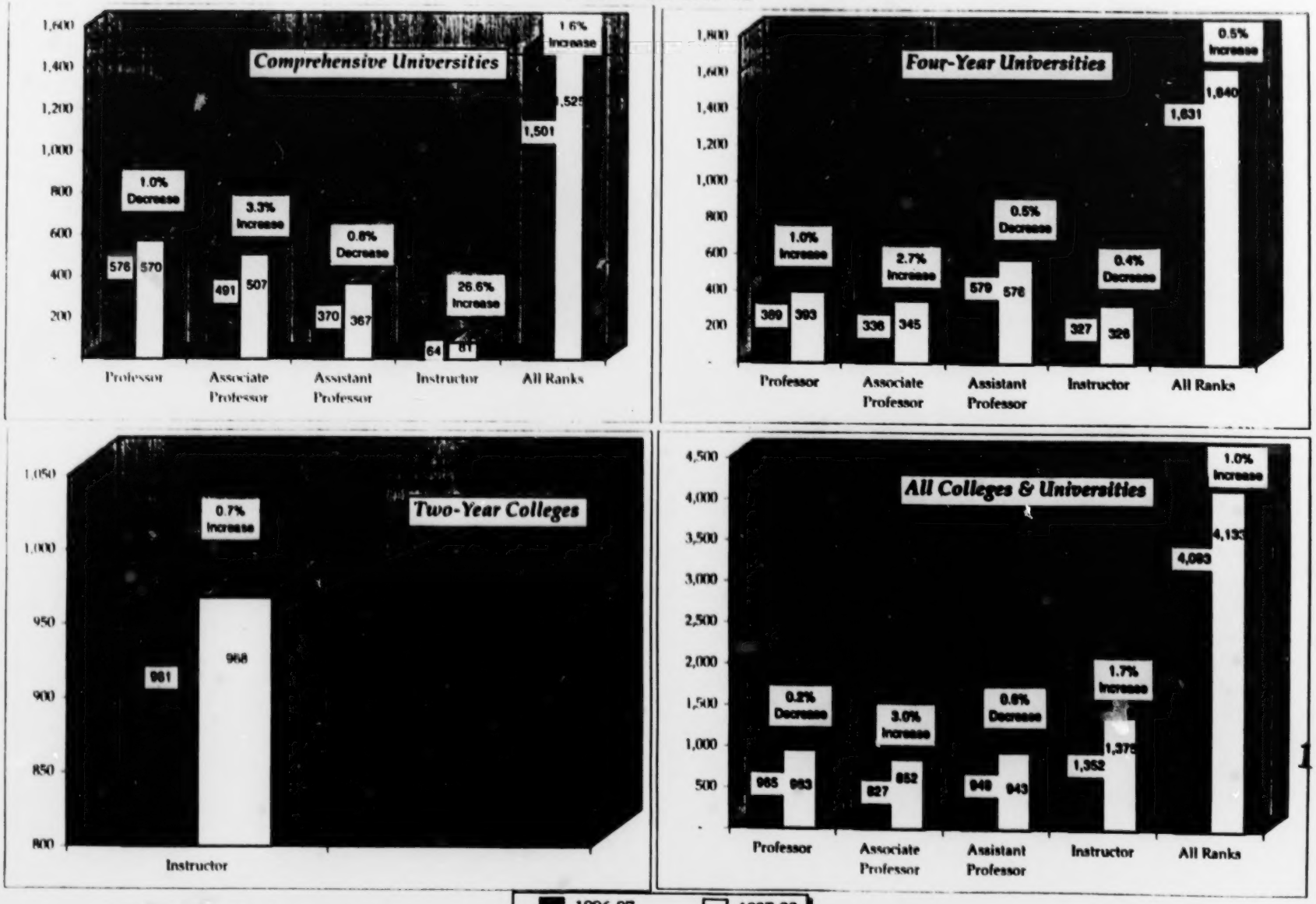

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FIGURE 2

CHANGE IN SALARIES OF FULL-TIME FACULTY
1996-97 TO 1997-98

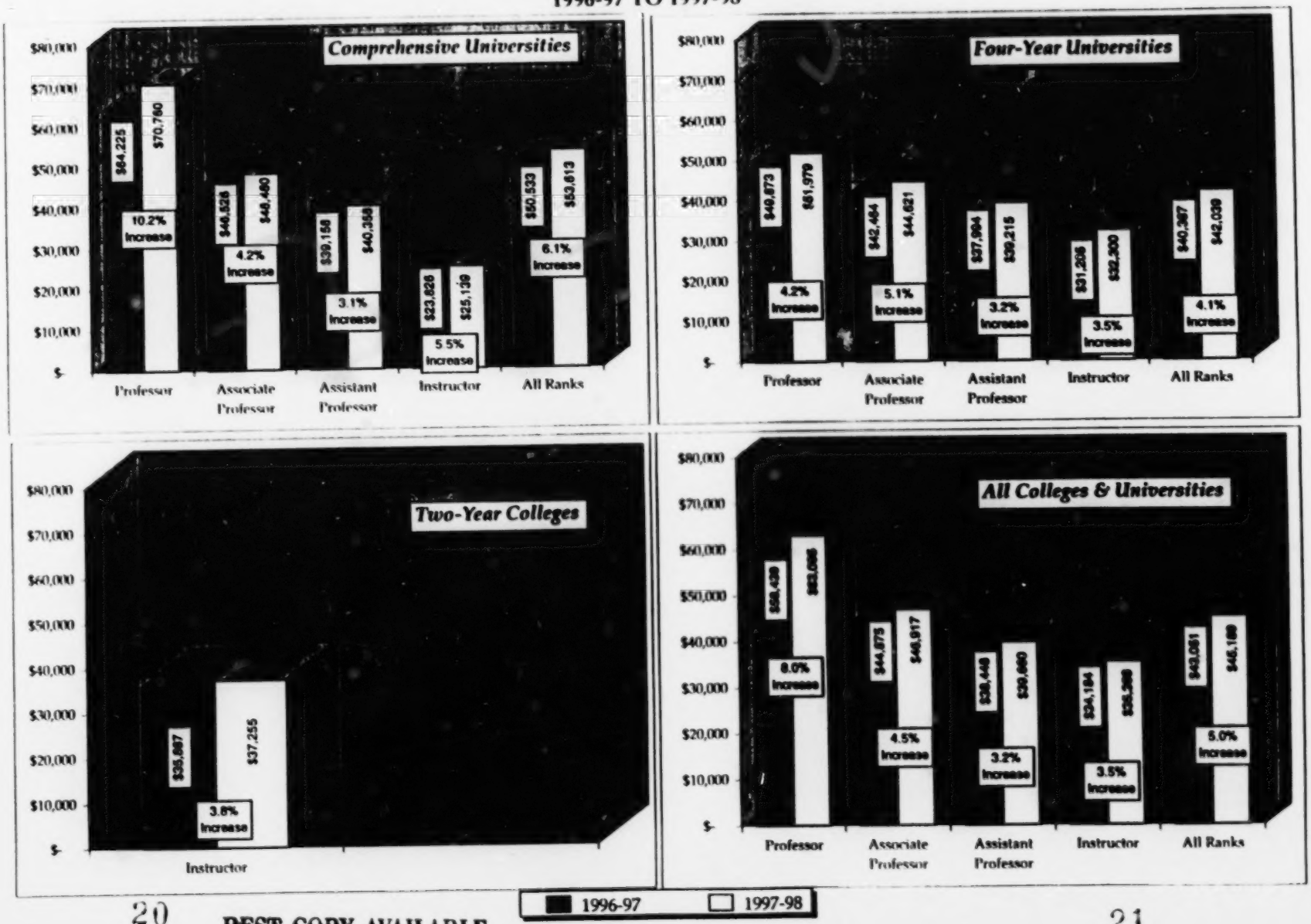

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TABLE 2

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 1995-96 through 1997-98, from which salary trends by institution and by rank may be analyzed.

Certain factors may influence salary averages so that they do not accurately indicate long-term salary trends. For example: a senior full professor receiving a top salary could retire and at the same time an associate professor be promoted to full professor at the bottom of the salary scale for full professors. The net result, with respect to individual faculty still employed, would be that at least one person would be receiving more salary than in the previous year. Yet, the effect upon the average salary for full professors at the institution would show a decline. The average salary for an entire institution could be affected in the same manner. Another factor causing the same effect could occur as a result of hiring new faculty to meet the demands of expanding enrollment, new faculty members would be hired at a salary level below the institution's salary average.

Analyses of the data contained in Table 2 may be made in a variety of meaningful ways. No attempt is made here to provide an exhaustive analysis; however, certain observations are noted. The dollar increases in average salaries are not the same between different ranks in the same institution. For example, changes for 1995-96 to 1997-98 show the University of Oklahoma increased the average of all ranks $4,017, while Oklahoma State University increased $6,704. At Oklahoma State University, the salary increase for the rank of professor was $12,459; the increase for associate professors was $4,215; the increase for assistant professor was $3,332; and the increase for instructor was $926. (It should be noted that OSU had 12 fewer professors, 5 additional associate professors, 14 fewer assistant professors, and 3 more instructors for a net loss of 18 faculty.) At the University of Oklahoma, where total faculty showed a gain of 42 with increases at every level, comparable salary figures were increases of $7,954, $3,312, $2,153, and $5,998 for professors, associate professors, assistant professors and instructors, respectively. Such differences may result from factors suggested above or could also result from salary administration policy and faculty qualifications. Although Table 2 does not provide specific reasons for observed salary averages and comparisons, the three-year trend of institutions' average salaries by rank may provide helpful data.

TABLE 2

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY

1995-96 THROUGH 1997-98

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
University of Oklahoma	1995-96	60,838	44,514	36,985	18,217	47,547
	1996-97	64,807	45,956	37,887	21,343	49,639
	1997-98	68,792	47,826	39,138	24,215	51,564
Oklahoma State University	1995-96	60,339	44,910	38,958	25,427	49,248
	1996-97	63,658	47,074	40,901	26,308	51,478
	1997-98	72,798	49,125	42,290	26,353	55,952
University of Central Oklahoma	1995-96	52,480	46,358	40,816	33,865	44,260
	1996-97	52,681	46,181	40,888	34,265	44,473
	1997-98	55,667	48,973	43,610	35,392	47,510
East Central University	1995-96	46,579	41,290	36,059	30,355	38,713
	1996-97	48,711	42,715	37,587	32,592	40,797
	1997-98	50,311	43,967	38,444	36,667	42,147
Northeastern State University	1995-96	47,035	38,831	36,326	31,515	39,012
	1996-97	48,809	39,936	37,603	33,324	40,714
	1997-98	51,012	41,586	39,423	33,669	41,943
Northwestern Oklahoma State University	1995-96	44,276	37,593	33,812	27,788	33,782
	1996-97	45,481	39,273	34,908	28,617	35,155
	1997-98	46,278	40,620	36,474	30,322	36,907
Southeastern Oklahoma State University	1995-96	49,081	43,454	37,002	30,113	37,350
	1996-97	51,014	43,758	37,957	30,839	39,066
	1997-98	51,682	44,654	39,092	30,981	40,224
Southwestern Oklahoma State University	1995-96	46,457	43,479	37,689	28,913	38,394
	1996-97	49,710	44,818	38,601	29,970	40,178
	1997-98	52,905	46,907	39,022	31,647	42,097
Cameron University	1995-96	44,419	36,996	33,744	26,669	36,403
	1996-97	48,953	40,803	36,961	28,042	39,666
	1997-98	49,852	42,428	36,712	29,275	40,476
Langston University	1995-96	44,812	37,967	31,121	29,960	33,462
	1996-97	45,233	40,576	32,971	30,524	34,902
	1997-98	44,199	42,728	34,642	31,758	36,511
Oklahoma Panhandle State University	1995-96	41,421	36,117	31,681	28,800	33,445
	1996-97	42,871	37,740	32,763	30,396	34,688
	1997-98	43,569	38,433	34,236	27,275	33,953
University of Science & Arts of Oklahoma	1995-96	44,638	38,335	34,771	30,488	37,474
	1996-97	46,040	40,197	36,173	31,709	38,821
	1997-98	47,853	42,241	37,427	33,486	40,314

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TABLE 2 (continued)

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY

1995-96 THROUGH 1997-98

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
Carl Albert State College	1995-96	-	-	-	30,595	30,595
	1996-97	-	-	-	32,420	32,420
	1997-98	-	-	-	33,242	33,242
Connors State College	1995-96	-	-	-	33,644	33,644
	1996-97	-	-	-	34,768	34,768
	1997-98	-	-	-	35,697	35,697
Eastern Oklahoma State College	1995-96	-	-	-	32,534	32,534
	1996-97	-	-	-	34,714	34,714
	1997-98	-	-	-	35,896	35,896
Murray State College	1995-96	-	-	-	30,326	30,326
	1996-97	-	-	-	32,502	32,502
	1997-98	-	-	-	33,729	33,729
Northeastern Oklahoma State College	1995-96	-	-	-	31,417	31,417
	1996-97	-	-	-	32,453	32,453
	1997-98	-	-	-	33,303	33,303
Northern Oklahoma College	1995-96	-	-	-	32,885	32,885
	1996-97	-	-	-	33,733	33,733
	1997-98	-	-	-	34,902	34,902
Oklahoma City Community College	1995-96	-	-	-	37,478	37,478
	1996-97	-	-	-	38,784	38,784
	1997-98	-	-	-	39,256	39,256
Redlands Community College	1995-96	-	-	-	31,366	31,366
	1996-97	-	-	-	32,195	32,195
	1997-98	-	-	-	31,717	31,717
Rogers University - Claremore Campus	1995-96	-	-	-	28,399	28,399
	1996-97	-	-	-	34,221	34,221
	1997-98	-	-	-	35,301	35,301
Rose State College	1995-96	-	-	-	36,130	36,130
	1996-97	-	-	-	37,190	37,190
	1997-98	-	-	-	38,534	38,534
Seminole State College	1995-96	-	-	-	30,183	30,183
	1996-97	-	-	-	31,481	31,481
	1997-98	-	-	-	33,118	33,118
Tulsa Community College	1995-96	-	-	-	37,143	37,143
	1996-97	-	-	-	38,866	38,866
	1997-98	-	-	-	41,408	41,408
Western Oklahoma State College	1995-96	-	-	-	33,914	33,914
	1996-97	-	-	-	33,765	33,765
	1997-98	-	-	-	34,635	34,635

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TABLE 3

Table 3 presents the average salaries of all full-time faculty members equated to a 9-10 month basis for the three years, 1995-96 through 1997-98, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 1997-98 over 1996-97 are greatest for the comprehensive universities, next for four-year universities, and least for two-year colleges. The increased averages of all ranks by type of institution in 1997-98 over 1996-97 were $3,080, $1,652, and $1,368 for comprehensive universities, four-year universities, and two-year colleges, respectively. The average salary at comprehensive universities was $10,146 greater than the average at four-year universities in 1996-97, and $11,574 greater in 1997-98. The average salary at four-year universities was $4,500 greater than the average at two-year colleges in 1996-97, and $4,784 greater in 1997-98.

Averages by rank show that comprehensive universities' faculty receive higher salaries than four-year universities' faculty in the ranks of professor, associate professor and assistant professor in 1997-98. Instructors at two-year colleges receive higher average salaries than instructors at both comprehensive universities and four-year universities.

Over the three-year period, the percentage increase in average salaries for all ranks was largest for comprehensive university faculty, while faculty at four-year universities showed the smallest percentage increase.

The annual increases in average salaries for 1996-97 and 1997-98 for comprehensive universities have been 4.5% and 6.1% with an average of 5.4%. The four-year universities experienced increases of 3.8% in 1996-97 and 4.1% in 1997-98, with an average of 4.0%. The two-year colleges experienced a 4.5% increase in 1996-97 and a 3.8% increase in 1997-98.

TABLE 3

AVERAGE SALARIES PAID FULL-TIME FACULTY
25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES
1995-96 THROUGH 1997-98

Rank	Type of Institution		
	Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Professor			
1995-96	60,585	48,040	--
1996-97	64,225	49,873	--
1997-98	70,760	51,979	--
Associate Professor			
1995-96	44,717	40,780	--
1996-97	46,526	42,464	--
1997-98	48,480	44,621	--
Assistant Professor			
1995-96	37,769	36,907	--
1996-97	39,158	37,994	--
1997-98	40,358	39,215	--
Instructor			
1995-96	22,175	30,167	34,325
1996-97	23,826	31,205	35,887
1997-98	25,139	32,300	37,255
Average, All Ranks			
1995-96	48,366	38,903	34,325
1996-97	50,533	40,387	35,887
1997-98	53,613	42,039	37,255

TABLE 4

Table 4 presents the average salaries and the number of full-time faculty employed on a 9-10 month basis only. Faculty who are employed on an 11-12 month basis are not included in this table. Individual faculty members included in Table 4 may or may not be employed by separate contract for summer teaching. The criterion for inclusion in Table 4 is that the basic contract is for a regular 9-10 month academic year. Whereas many interpretations may be made from data in Table 4 alone, depth may be gained by comparing the data with those contained in Tables 1 and 6.

The average salary paid in the 25 institutions in 1997-98 to 9-10 month employed faculty is $44,736. This represents an increase over 1996-97 of $2,349 or 5.5%. As is true with other consolidated data in this report, the comprehensive universities exert heavy influence on this average, as they claim more than one-third of the faculty and their average is 25.2% higher than that of the four-year universities. Likewise, within the two-year tier, Tulsa Community College employs one quarter of the total faculty and shows an average salary over 12% above the mean. This influence is indicated by observing that the average salary for the comprehensive universities is $52,723, the average salary for four-year universities is $42,112, and the average salary for two-year colleges is $37,403. The 1997-98 median of all institutions' average salaries is $36,899.

Table 4 reveals that the comprehensive universities report a lower average salary for the ranks of professor and associate professor employed on a 9-10 month contract when compared to the average shown in Table 1. The data for the comprehensive universities reflect a higher average monthly rate of pay for 11-12 month contract faculty than average monthly salary rates for 9-10 month contract faculty, with the exception of the rank of assistant professor. Unlike the comprehensive universities, the data for four-year universities and two-year colleges reflect a higher average monthly salary rate of pay for 11-12 month contract faculty than average monthly salary rates for 9-10 month contract faculty at all ranks.

The number of full-time faculty employed on a 9-10 month contract in 1997-98 is 3,718. This number represents 90.0% of the total full-time faculty in the 25 institutions. In 1996-97, the number was 3,654 or 89.3% of the total. In 1997-98, four-year universities employ 94.3% of their full-time faculty on a 9-10 month basis. The two-year colleges employ 89.6% on a 9-10 month basis. The two comprehensive universities combined employ 85.5% of their full-time faculty on a 9-10 month basis.

TABLE 4

AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY
1997-98

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
University of Oklahoma	225	$ 68,128	223	$ 47,903	205	$ 39,800	44	$ 23,716	697	$ 50,522
Oklahoma State University	215	72,619	236	48,743	141	42,266	15	30,756	607	55,251
Comprehensive Universities	**440**	**$ 70,323**	**459**	**$ 48,335**	**346**	**$ 40,805**	**59**	**$ 25,506**	**1,304**	**$ 52,723**
University of Central Oklahoma	115	$ 55,667	86	$ 48,973	133	$ 43,610	45	$ 35,392	379	$ 47,510
East Central University	37	50,134	32	43,967	64	38,444	23	37,117	156	42,154
Northeastern State University	63	49,964	45	41,509	89	39,064	47	33,285	244	41,216
Northwestern Oklahoma State University	12	46,278	12	40,620	28	36,474	19	29,253	71	36,899
Southeastern Oklahoma State University	30	51,682	22	44,654	55	39,092	38	30,811	145	40,371
Southwestern Oklahoma State University	50	52,783	40	46,867	58	38,838	56	31,756	204	41,886
Cameron University	46	49,852	42	42,428	59	36,712	19	29,479	166	40,972
Langston University	4	42,047	22	42,536	38	34,265	20	32,429	84	36,365
Oklahoma Panhandle State University	5	44,553	14	38,433	13	34,236	18	28,127	50	34,295
University of Science & Arts	10	48,555	13	41,746	15	37,222	10	32,940	48	39,916
Regional Four-Year Universities	**372**	**$ 51,933**	**328**	**$ 44,602**	**552**	**$ 39,190**	**295**	**$ 32,413**	**1,547**	**$ 42,112**
Carl Albert State College	-	$ -	-	$ -	-	$ -	26	$ 34,179	26	$ 34,179
Connors State College	-	-	-	-	-	-	41	35,351	41	35,351
Eastern Oklahoma State College	-	-	-	-	-	-	44	35,896	44	35,896
Murray State College	-	-	-	-	-	-	38	33,835	38	33,835
Northeastern Oklahoma A&M College	-	-	-	-	-	-	72	33,181	72	33,181
Northern Oklahoma College	-	-	-	-	-	-	52	34,753	52	34,753
Oklahoma City Community College	-	-	-	-	-	-	101	39,078	101	39,078
Redlands Community College	-	-	-	-	-	-	22	33,490	22	33,490
Rogers University - Claremore Campus	-	-	-	-	-	-	54	34,389	54	34,389
Rose State College	-	-	-	-	-	-	124	38,375	124	38,375
Seminole State College	-	-	-	-	-	-	39	33,233	39	33,233
Tulsa Community College	-	-	-	-	-	-	220	41,982	220	41,982
Western Oklahoma State College	-	-	-	-	-	-	34	35,235	34	35,235
Two-Year Colleges	**-**	**$ -**	**-**	**$ -**	**-**	**$ -**	**867**	**$ 37,403**	**867**	**$ 37,403**
All Colleges and Universities	**812**	**$ 61,898**	**787**	**$ 46,779**	**898**	**$ 39,812**	**1,221**	**$ 35,624**	**3,718**	**$ 44,736**

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FIGURE 3

CHANGE IN NUMBER OF 9-10 MONTH FULL-TIME FACULTY
1996-97 TO 1997-98

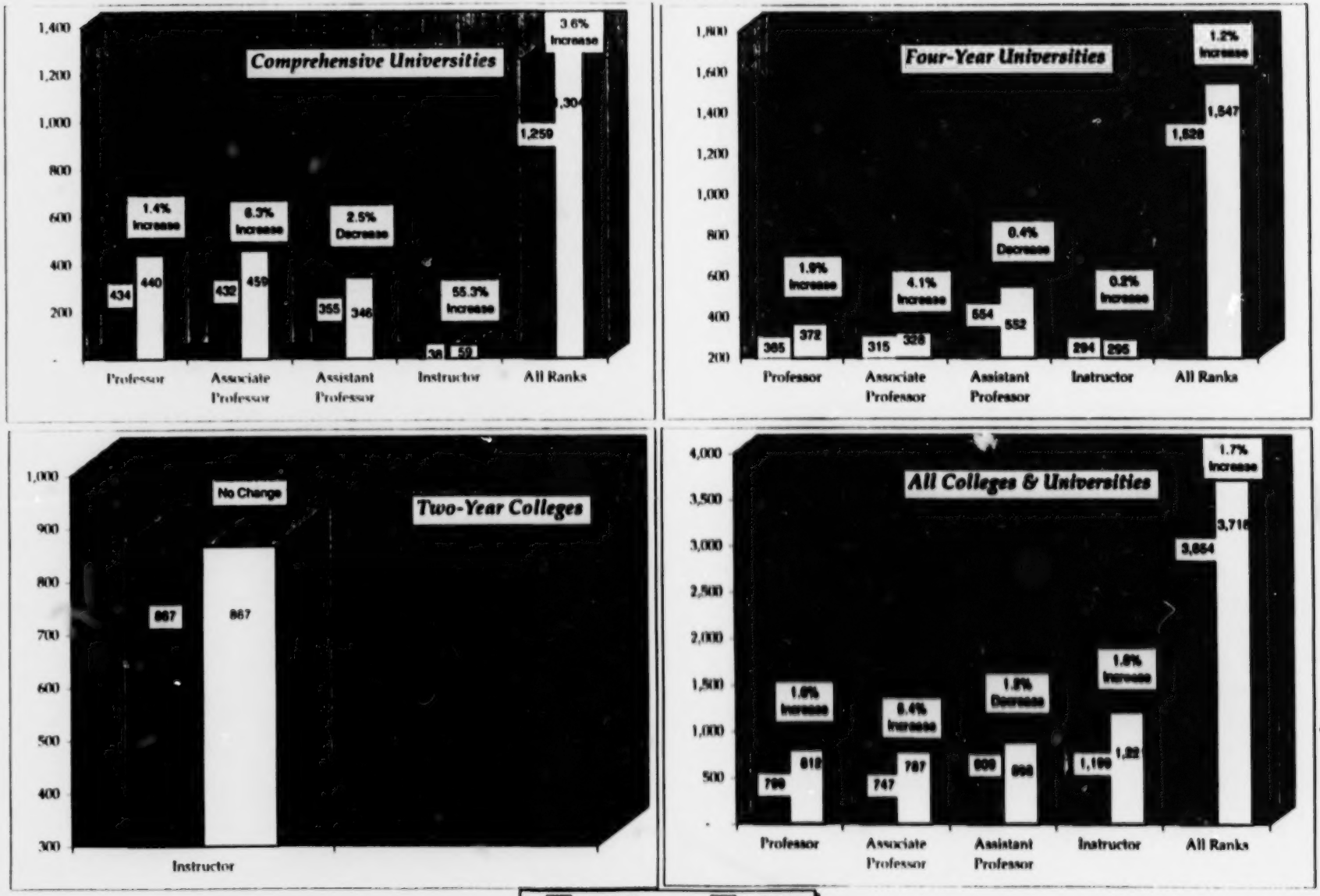

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FIGURE 4

CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY
1996-97 TO 1997-98

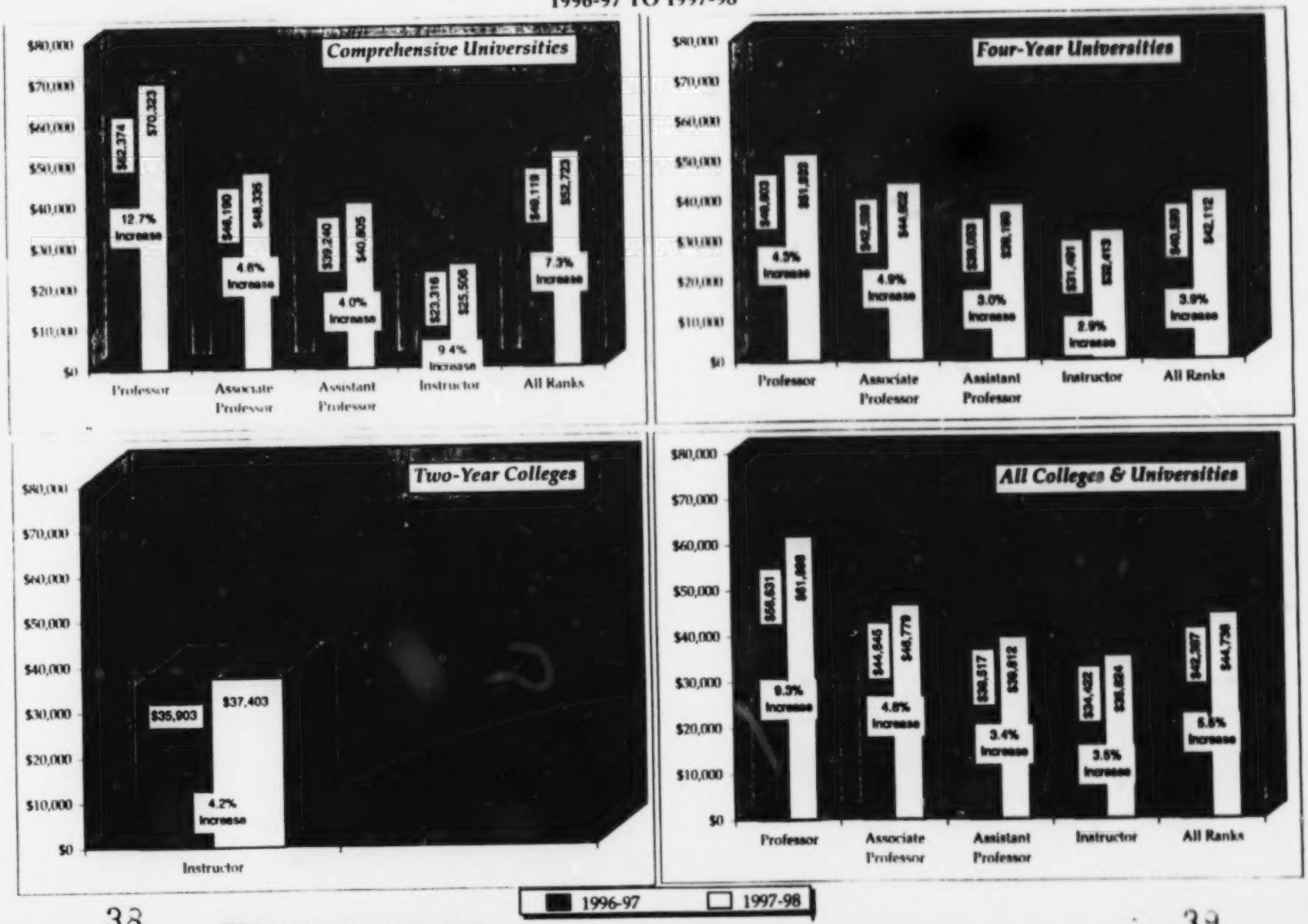

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TABLE 5

Table 5 presents the average fringe benefits on a 9-10 month basis paid to or on behalf of all 9-10 month full-time faculty by all 25 colleges and universities in The Oklahoma State System of Higher Education. The average fringe benefits paid for 1997-98 are $11,084, an increase over 1996-97 of $289 or 2.7%.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 1997-98 fringe benefits are 24.8% of the average salary; in 1996-97, the figure was 25.5%. For the comprehensive universities, four-year universities, and two-year colleges, the fringe benefits for 1997-98 as a percent of average salaries are 24.4%, 25.7%, and 23.7%, respectively. Comparative percentages for 1996-97 were 26.2%, 25.6%, and 23.6%, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. 1997-98 payments comprise 45.6% of the average total fringe benefits for the State System, an increase over 44.2% in 1996-97. For the comprehensive universities, four-year universities, and two-year colleges, retirement plan payments are 51.2%, 45.5%, and 33.4%, respectively, of the total average fringe benefits. Comparable 1996-97 figures were 50.7%, 43.2%, and 31.9%, respectively.

Social security taxes are the second largest fringe benefit paid by institutions and are required by law, as are unemployment compensation and worker's compensation payments.

Medical and life insurance benefits are provided by all institutions and 22 institutions provide other fringe benefits not specifically identified.

TABLE 5

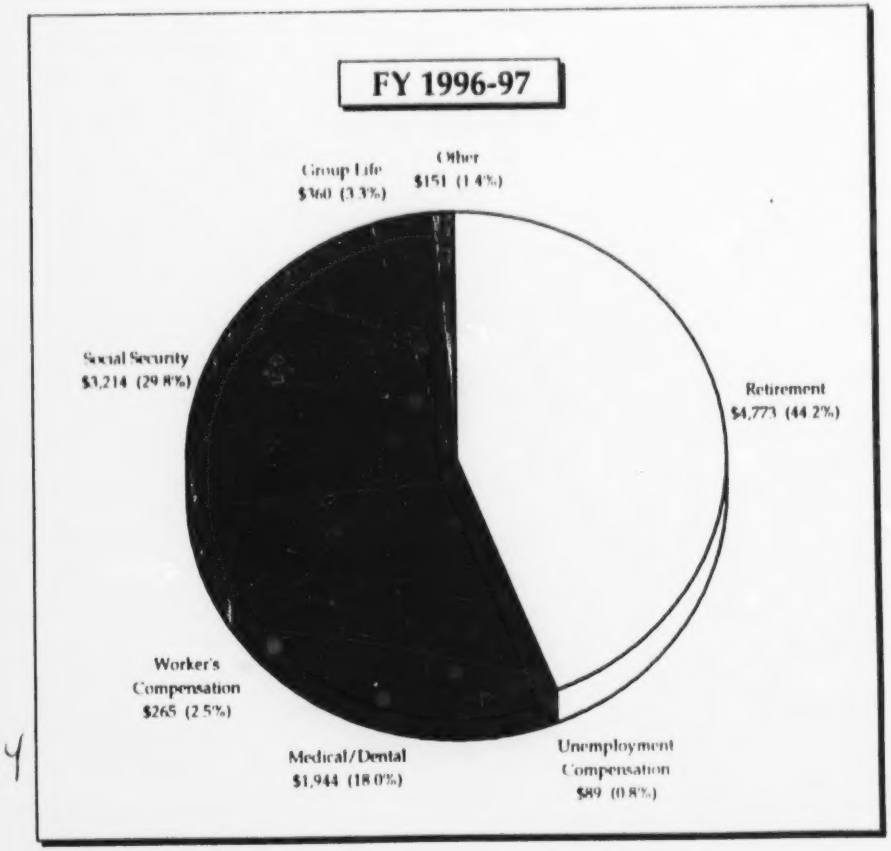
AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY

1997-98

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU	697	$7,939	$1,816	$3,753	$111	$291	$273	$3	$14,187
OSU	607	5,045	1,910	3,898	33	239	262	-	11,388
Comprehensive Universities	**1,304**	**$6,592**	**$1,860**	**$3,821**	**$75**	**$267**	**$268**	**$2**	**$12,884**
UCO	379	$3,828	$1,811	$3,634	$111	$339	$271	$161	$10,156
ECU	156	5,489	1,822	3,225	111	308	215	143	11,313
NSU	244	5,439	1,822	3,153	36	304	400	139	11,293
NWOSU	71	4,600	1,835	2,823	114	267	146	125	9,910
SEOSU	145	3,106	1,822	3,089	109	291	210	102	8,728
SWOSU	204	7,399	1,920	3,204	111	314	239	139	13,326
Cameron	166	5,512	1,776	3,134	109	522	205	172	11,430
Langston	84	4,815	1,920	2,782	114	141	104	164	10,039
OPSU	50	4,295	1,740	2,624	118	290	172	154	9,392
USAO	48	3,314	2,059	3,053	399	295	200	213	9,533
Four-Year Universities	**1,547**	**$4,922**	**$1,838**	**$3,221**	**$108**	**$325**	**$248**	**$149**	**$10,812**
CASC	26	$2,799	$1,987	$2,615	$114	$392	$177	$0	$8,084
CSC	41	2,838	1,920	2,704	114	273	120	159	8,128
EOSC	44	2,513	1,704	2,746	-	344	205	287	7,799
MSC	38	579	1,776	2,600	111	180	170	150	5,566
NEOAMC	72	2,673	1,920	2,538	300	129	129	149	7,838
NOC	52	2,809	1,987	2,663	113	578	121	-	8,271
OCCC	101	2,774	2,417	3,031	114	416	198	1,993	10,943
REDLANDS	22	2,718	2,669	2,459	-	177	-	161	8,184
ROGERS	54	3,877	1,980	2,631	111	224	182	72	9,077
ROSE	124	4,146	2,413	2,936	111	397	192	188	10,383
SSC	39	3,203	2,023	2,471	114	191	110	269	8,381
TCC	220	3,136	1,920	3,211	-	348	176	264	9,056
WOSC	34	773	1,987	2,548	114	386	81	270	6,159
Two-Year Colleges	**867**	**$2,958**	**$2,067**	**$2,855**	**$91**	**$331**	**$162**	**$398**	**$8,863**
All Colleges & Universities	**3,718**	**$5,050**	**$1,899**	**$3,346**	**$92**	**$306**	**$235**	**$155**	**$11,084**

FIGURE 5

CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY
ALL INSTITUTIONS
1996-97 TO 1997-98



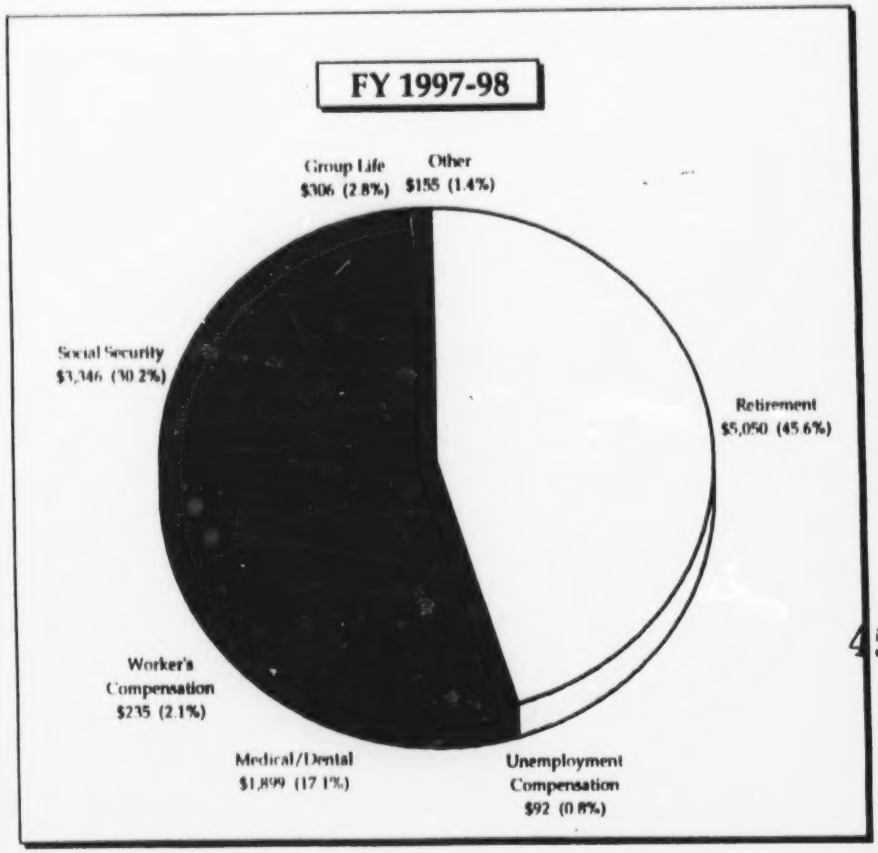


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TABLE 6

Table 6 presents the average salaries and the number of full-time faculty employed in the 25 institutions on an 11-12 month basis only.

The average salary paid in the 25 institutions in 1997-98 to 11-12 month employed faculty is $60,197, an increase over 1996-97 of $822 or 1.4%. The average 11-12 month salary for comprehensive universities is $71,943; the average for four-year universities is $49,893; and the average for two-year colleges is $43,983. The 1997-98 median of the average salaries for 23 institutions reporting 11-12 month full-time faculty is $45,337.

The number of full-time faculty employed on an 11-12 month contract basis is 415 or 10.0% of the total full-time faculty in the 25 institutions. In 1996-97, the number was 439 or 10.7%. The percent of faculty employed on an 11-12 month basis is 14.5% at comprehensive universities; 5.7% at four-year universities, and 10.4% at two-year colleges. The number of full-time faculty employed on an 11-12 month basis varies by institution. For example, the University of Central Oklahoma employs no faculty on an 11-12 month basis, while more than one-fourth of Langston University's faculty (33 out of 117) are employed on an 11-12 month basis.

TABLE 6

AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY
1997-98

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
University of Oklahoma	65	$ 86,886	29	$ 57,730	20	$ 39,544	2	$ 43,000	116	$ 70,678
Oklahoma State University	65	89,698	19	65,848	1	55,908	20	28,173	105	73,341
Comprehensive Universities	**130**	**$ 88,292**	**48**	**$ 60,943**	**21**	**$ 40,323**	**22**	**$ 29,521**	**221**	**$ 71,943**
University of Central Oklahoma	-	$ -	-	$ -	-	$ -	-	$ -	-	$ -
East Central University	1	69,480	-	-	-	-	1	32,170	2	50,825
Northeastern State University	11	69,687	1	55,080	10	52,094	2	52,200	24	60,291
Northwestern Oklahoma State University	-	-	-	-	-	-	3	45,337	3	45,337
Southeastern Oklahoma State University	-	-	-	-	-	-	3	40,492	3	40,492
Southwestern Oklahoma State University	2	68,400	6	57,658	3	52,044	1	31,200	12	55,840
Cameron University	-	-	-	-	-	-	7	35,105	7	35,105
Langston University	4	56,650	7	52,960	10	44,094	12	37,448	33	45,080
Oklahoma Panhandle State University	1	47,240	-	-	-	-	1	15,034	2	31,137
University of Science & Arts	2	54,200	3	54,250	1	49,500	1	47,600	7	52,607
Regional Four-Year Universities	**21**	**$ 64,528**	**17**	**$ 54,970**	**24**	**$ 48,646**	**31**	**$ 38,161**	**93**	**$ 49,893**
Carl Albert State College	-	$ -	-	$ -	-	$ -	10	$ 37,652	10	$ 37,652
Connors State College	-	-	-	-	-	-	6	46,524	6	46,524
Eastern Oklahoma State College	-	-	-	-	-	-	-	-	-	-
Murray State College	-	-	-	-	-	-	2	38,771	2	38,771
Northeastern Oklahoma A&M College	-	-	-	-	-	-	7	42,233	7	42,233
Northern Oklahoma College	-	-	-	-	-	-	3	45,814	3	45,814
Oklahoma City Community College	-	-	-	-	-	-	4	53,461	4	53,461
Redlands Community College	-	-	-	-	-	-	7	31,955	7	31,955
Rogers University - Claremore Campus	-	-	-	-	-	-	5	55,186	5	55,186
Rose State College	-	-	-	-	-	-	18	48,439	18	48,439
Seminole State College	-	-	-	-	-	-	4	39,103	4	39,103
Tulsa Community College	-	-	-	-	-	-	28	45,100	28	45,100
Western Oklahoma State College	-	-	-	-	-	-	7	38,771	7	38,771
Two-Year Colleges	**-**	**$ -**	**-**	**$ -**	**-**	**$ -**	**101**	**$ 43,983**	**101**	**$ 43,983**
All Colleges and Universities	**151**	**$ 84,987**	**65**	**$ 59,381**	**45**	**$ 44,762**	**154**	**$ 40,745**	**415**	**$ 60,197**

FIGURE 6

CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY
1996-97 TO 1997-98

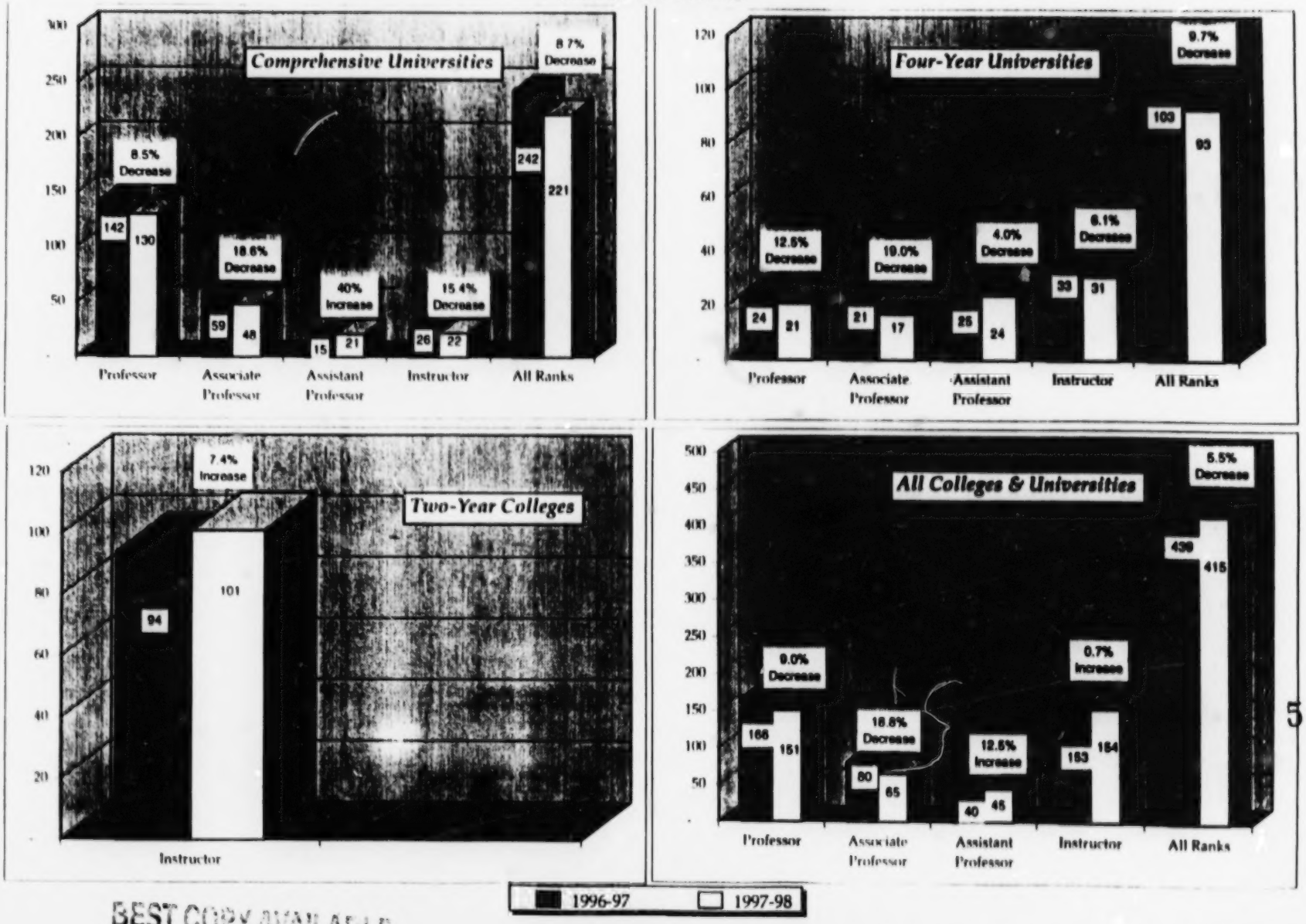

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FIGURE 7

CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY
1996-97 TO 1997-98

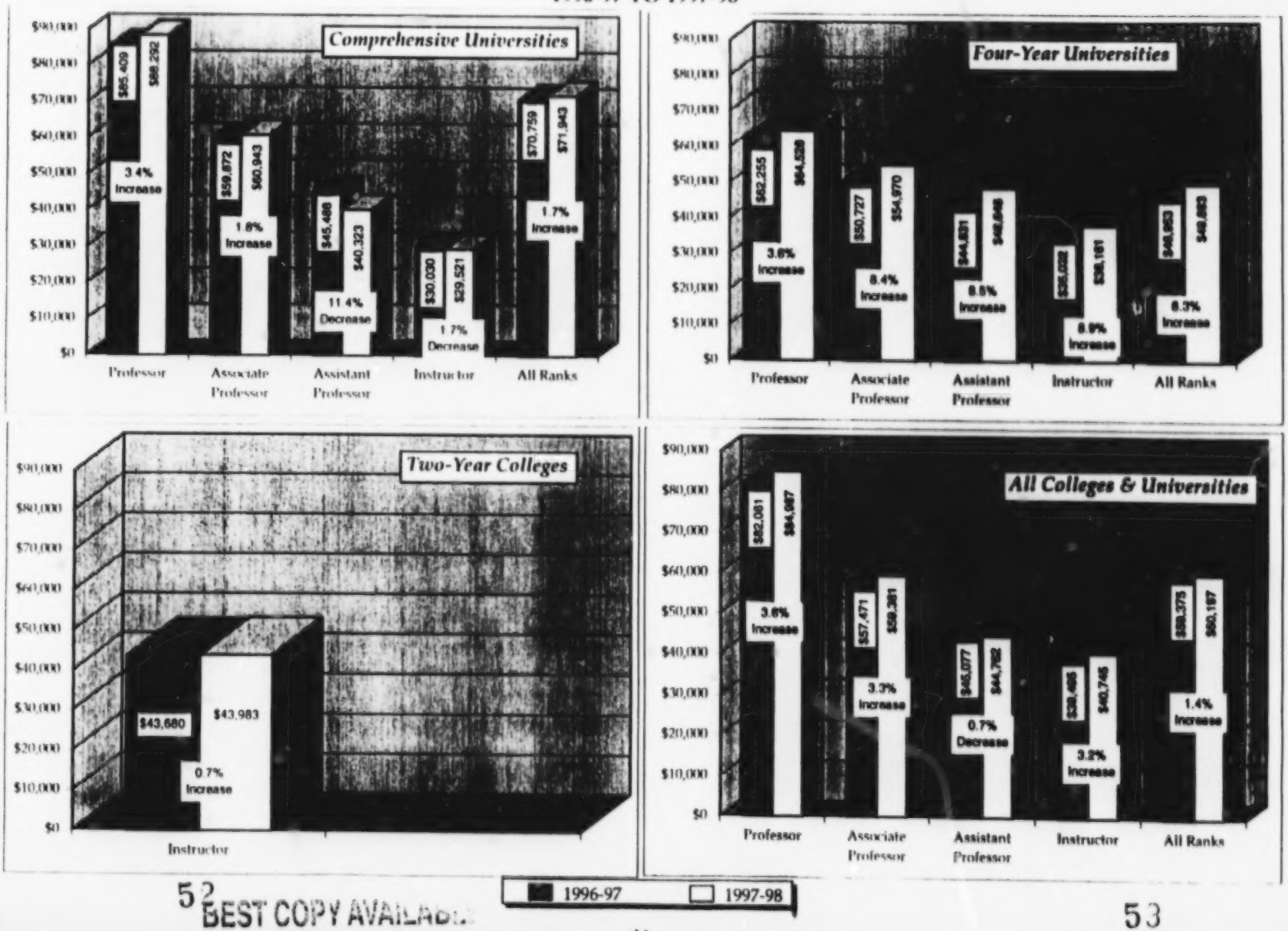

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Table 7

Table 7 presents the 1997-98 average fringe benefits on an 11-12 month basis to or on behalf of all 11-12 month full-time faculty by all 25 institutions in The Oklahoma State System of Higher Education. The average fringe benefit paid for 1997-98 is $14,188 and represents an increase of $538 or 3.9%.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 6 and 7. For all institutions, 1997-98 fringe benefits are 23.6% of the average salary, an increase from 23.0% in 1996-97. For the comprehensive universities, four-year universities, and two-year colleges, the fringe benefits as a percent of average salaries are 22.9%, 26.9%, and 22.6%, respectively. Comparable 1996-97 figures were 22.5%, 25.3%, and 22.2%, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 51.7% of the average total fringe benefits for the State System for 1997-98 as compared with 49.0% for 1996-97. For the comprehensive universities, four-year universities, and two-year colleges, the payments are 56.4%, 50.9%, and 35.4%, respectively, of the total average fringe benefits. Comparable figures for 1996-97 were 53.5%, 45.8%, and 34.1% respectively.

Social security taxes are the second largest fringe benefit paid by institutions and are required by law, as are unemployment compensation and worker's compensation payments.

Medical and life insurance benefits are provided by all 23 institutions reporting 11-12 month full-time faculty. Nineteen institutions provide other fringe benefits not specifically identified.

TABLE 7

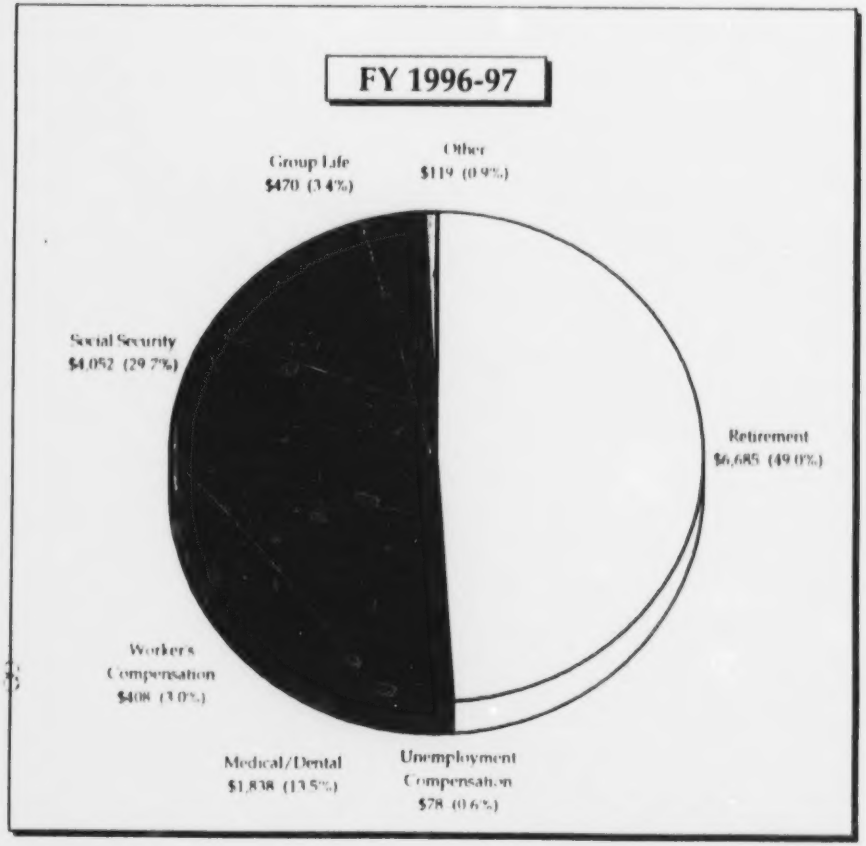
AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY

1997-98

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU	116	$11,249	$1,816	$4,638	$111	$407	$382	$3	$18,605
OSU	105	7,104	1,737	4,595	33	264	339	-	14,072
Comprehensive Universities	**221**	**$9,280**	**$1,778**	**$4,618**	**$74**	**$339**	**$361**	**$2**	**$16,452**
UCO	-	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
ECU	2	6,959	1,822	3,762	111	372	259	173	13,457
NSU	24	8,606	1,822	4,459	36	434	575	202	16,133
NWOSU	3	6,029	1,835	3,468	114	329	179	154	12,108
SEOSU	3	3,657	1,822	3,098	109	285	269	157	9,397
SWOSU	12	9,923	1,920	4,230	111	419	318	190	17,112
Cameron	7	4,758	1,776	2,686	109	375	176	147	10,027
Langston	33	5,983	1,920	3,449	114	174	128	203	11,970
OPSU	2	4,844	1,740	2,957	109	328	193	174	10,344
USAO	7	4,011	2,059	3,996	522	386	261	279	11,515
Four-Year Universities	**93**	**$6,851**	**$1,882**	**$3,779**	**$124**	**$320**	**$292**	**$198**	**$13,446**
CASC	10	$3,016	$1,987	$2,880	$114	$432	$196	$0	$8,625
CSC	6	3,409	2,111	3,559	114	395	107	-	9,695
EOSC	-	-	-	-	-	-	-	-	-
MSC	2	-	1,776	2,978	111	207	195	150	5,417
NEOAMC	7	3,350	1,920	3,231	300	163	164	190	9,318
NOC	3	3,655	1,987	3,505	113	762	159	-	10,181
OCCC	4	3,742	2,417	4,090	114	564	268	2,796	13,990
REDLANDS	7	2,535	2,669	2,244	-	160	-	148	7,756
ROGERS	5	5,811	2,802	3,705	114	314	276	102	13,124
ROSE	18	5,186	2,413	3,706	111	501	242	237	12,396
SSC	4	3,469	2,038	3,027	114	225	130	319	9,322
TCC	28	3,369	1,920	3,450	-	374	190	284	9,587
WOSC	7	847	1,987	2,804	114	431	89	297	6,569
Two-Year Colleges	**101**	**$3,508**	**$2,150**	**$3,316**	**$87**	**$385**	**$177**	**$296**	**$9,918**
All Colleges & Universities	**415**	**$7,331**	**$1,892**	**$4,113**	**$88**	**$346**	**$301**	**$117**	**$14,188**

FIGURE 8

CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY
ALL INSTITUTIONS
1996-97 TO 1997-98



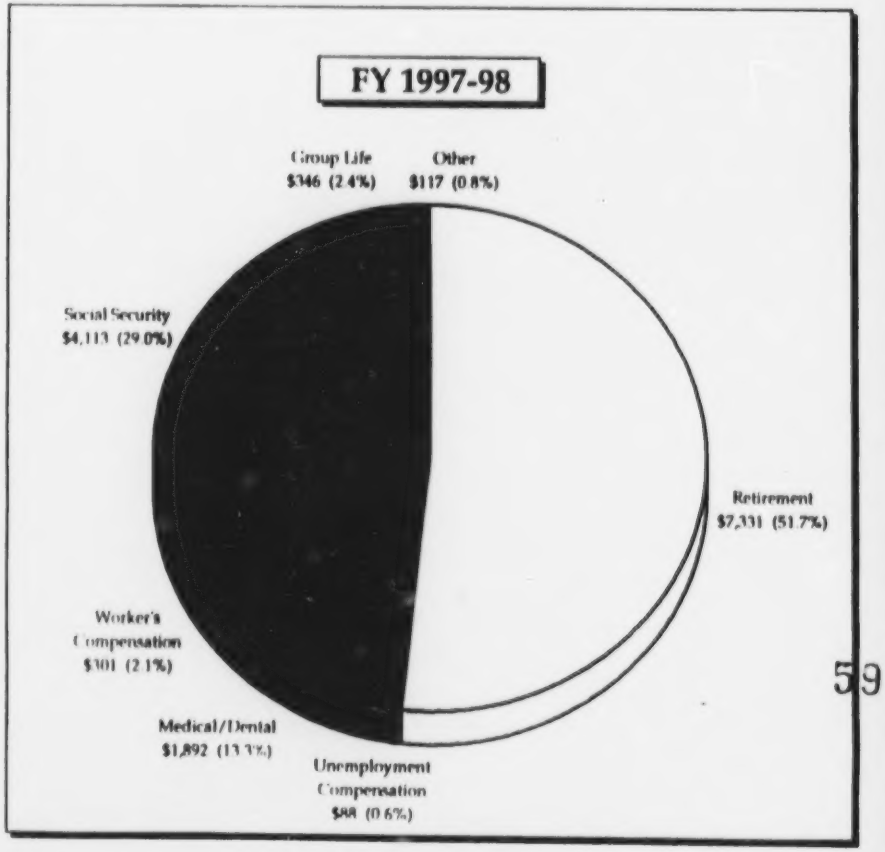


TABLE 8

Table 8 presents the 1997-98 average total compensation paid to those full-time faculty on both 9-10 month and 11-12 month contracts by all 25 institutions in The Oklahoma State System of Higher Education.

Average total compensation for 9-10 month faculty in 1997-98 is $55,691, compared with $53,182 in 1996-97, and represents an increase of $2,509 or 4.7%. The 1997-98 average for comprehensive universities is $65,242, for four-year universities, $52,841, and for two-year colleges, $46,578. The median of the average total compensation for all 25 institutions reporting is $48,217.

Average total compensation for 11-12 month faculty in 1997-98 is $74,127 compared with $73,025 in 1996-97, and represents an increase of $1,102 or 1.5%. The 1997-98 average for comprehensive universities is $88,005, for four-year universities, $63,341, and for two-year colleges, $53,901. The median of the average total compensation for the 23 institutions reporting 11-12 month faculty is $56,219.

NOTE: At Cameron University, 11-12 month average salaries are lower than 9-10 month average salaries because the only faculty paid on an 11-12 month contract at this institution are instructors, who are normally paid at a lower rate than other higher ranking faculty. Oklahoma Panhandle State University and Redlands Community College also have lower 11-12 month average salaries, due to the very small number of faculty on 11-12 month contract at both of those institutions.

TABLE 8

AVERAGE TOTAL COMPENSATION PAID
9-10 MONTH AND 11-12 MONTH FULL-TIME FACULTY
1997-98

Institution	9-10 Month			11-12 Month		
	Average Salaries	Average Staff Benefits	Average Total Compensation	Average Salaries	Average Staff Benefits	Average Total Compensation
University of Oklahoma	$ 50,522	$ 14,187	$ 64,708	$ 70,678	$ 18,605	$ 89,283
Oklahoma State University	55,251	11,388	66,639	73,341	14,072	87,413
Comprehensive Universities	**$ 52,723**	**$ 12,884**	**$ 65,607**	**$ 71,943**	**$ 16,452**	**$ 88,395**
University of Central Oklahoma	$ 47,510	$ 10,156	$ 57,665	$ -	$ -	$ -
East Central University	42,154	11,313	53,467	50,825	13,457	64,282
Northeastern State University	41,216	11,293	52,509	60,291	16,133	76,424
Northwestern Oklahoma State University	36,899	9,910	46,809	45,337	12,108	57,445
Southeastern Oklahoma State University	40,371	8,728	49,099	40,492	9,397	49,889
Southwestern Oklahoma State University	41,886	13,326	55,213	55,840	17,112	72,952
Cameron University	40,972	11,430	52,401	35,105	10,027	45,132
Langston University	36,365	10,039	46,404	45,080	11,970	57,050
Oklahoma Panhandle State University	34,295	9,392	43,688	31,137	10,344	41,481
University of Science & Arts of Oklahoma	39,916	9,533	49,449	52,607	11,515	64,122
Four-Year Universities	**$ 42,112**	**$ 10,812**	**$ 52,923**	**$ 49,893**	**$ 13,446**	**$ 63,339**
Carl Albert State College	$ 34,179	$ 8,084	$ 42,263	$ 37,652	$ 8,625	$ 46,277
Connors State College	35,351	8,128	43,479	46,524	9,695	56,219
Eastern Oklahoma State College	35,896	7,799	43,695	-	-	-
Murray State College	33,835	5,566	39,401	38,771	5,417	44,188
Northeastern Oklahoma A&M College	33,181	7,838	41,019	42,233	9,318	51,551
Northern Oklahoma College	34,753	8,271	43,024	45,814	10,181	55,995
Oklahoma City Community College	39,078	10,943	50,021	53,461	13,990	67,451
Redlands Community College	33,490	8,184	41,674	31,955	7,756	39,711
Rogers University - Claremore Campus	34,389	9,077	43,466	55,186	13,124	68,310
Rose State College	38,375	10,383	48,758	48,439	12,396	60,835
Seminole State College	33,233	8,381	41,614	39,103	9,322	48,425
Tulsa Community College	41,982	9,056	51,038	45,100	9,587	54,687
Western Oklahoma State College	35,235	6,159	41,394	38,771	6,569	45,340
Two-Year Colleges	**$ 37,403**	**$ 8,863**	**$ 46,266**	**$ 43,983**	**$ 9,918**	**$ 53,901**
All Colleges & Universities	**$ 44,736**	**$ 11,084**	**$ 55,820**	**$ 60,197**	**$ 14,188**	**$ 74,385**

FIGURE 9

AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY 1996-97 COMPARED TO 1997-98

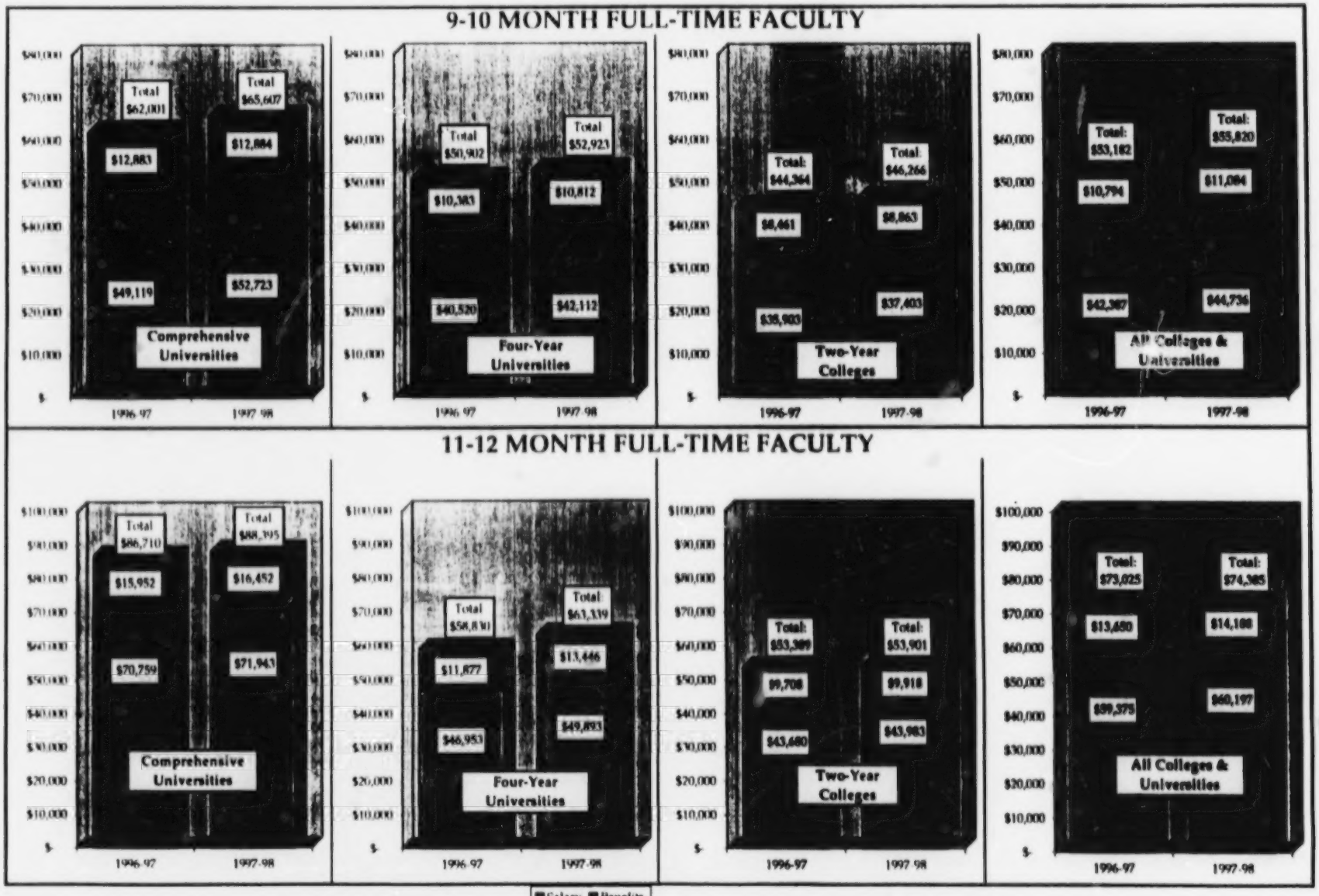


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TABLE 9

Table 9 presents the highest and lowest salaries paid academic deans and full-time faculty classified both by contract period and by type of institution. The number of individuals and the number of institutions in each classification are also presented.

The average (mean) salaries for academic deans employed on an 11-12 month contract basis in 1997-98 for the three classifications of institutions are: comprehensive universities, $122,385; four-year universities, $69,264; and two-year colleges, $56,663. For 1996-97 the average salaries were $113,251, $65,661, and $54,644, respectively. Average salaries for academic deans increased over 1996-97 by 8.1% at comprehensive universities, by 5.5% at four-year universities, and by 3.7% at the two-year colleges.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 1997-98 is $182,760 for comprehensive universities, $112,800 for four-year universities, and $65,000 for two-year colleges. The highest salary for these categories in 1996-97 was $156,480, $98,508, and $63,875 for the comprehensive universities, four-year universities, and two-year colleges, respectively. The 1997-98 lowest salary for academic deans is $57,500 for comprehensive universities, $49,350 for four-year universities, and $43,000 for two-year colleges. The lowest salary for these categories in 1996-97 was $85,722, $43,087, and $43,593, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 1997-98 is $144,200, up from $136,416 in 1996-97. The lowest salary is $4,784, a decrease from $9,450 in 1996-97.

For 1997-98, the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university is $63,496, an increase from $59,800 in 1996-97. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university in 1997-98 is $24,000, compared to $23,000 in 1996-97. For two-year colleges, the 1997-98 high is $62,107, compared to $59,150 for 1996-97. Finally, the 1997-98 low two-year college salary is $24,250, compared to $15,789 in 1996-97.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 1997-98 is $150,840, compared to $138,420 in 1996-97. The lowest salary in 1997-98 is $12,000, compared to $23,472 in 1996-97. For 1997-98, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a comprehensive university is $150,840, compared to $138,420 in 1996-97; the lowest salary in 1997-98 is unchanged at $23,472. For 1997-98, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year university is $81,360, compared to $79,044 in 1996-97; the lowest salary in 1997-98 is $12,000, compared to $24,000 in 1996-97. For 1997-98, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is $66,892, compared to $63,706 in 1996-97; the lowest salary is $23,235, a decrease from $25,990 in 1996-97. These data exclude academic deans.

TABLE 9

RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH ACADEMIC DEANS AND FULL-TIME FACULTY

1997-98

Rank		9-10 Month			11-12 Month		
		Comprehensive Universities	Four-Year Universities	Two-Year Colleges	Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Academic Dean							
Number:	Institutions				2	9	6
	Individuals	2			17	49	20
Salary:	Highest	$100,285			$182,760	$112,800	$65,000
	Lowest	95,000			57,500	49,350	43,000
	Average	97,643			122,385	69,264	56,663
Professor							
Number:	Institutions	2	10		2	6	
	Individuals	440	372		130	21	
Salary:	Highest	$144,200	$63,496		$150,840	$81,360	
	Lowest	38,709	27,894		49,601	47,240	
	Average	70,323	51,933		88,292	64,528	
Associate Professor							
Number:	Institutions	2	10		2	4	
	Individuals	459	328		48	17	
Salary:	Highest	$88,906	$56,988		$99,935	$70,486	
	Lowest	28,200	33,200		38,285	46,332	
	Average	48,335	44,602		60,943	54,970	

TABLE 9 (continued)

Rank		9-10 Month			11-12 Month		
		Comprehensive Universities	Four-Year Universities	Two-Year Colleges	Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Assistant Professor							
Number:	Institutions	2	10		2	4	
	Individuals	346	552		21	24	
Salary:	Highest	$74,475	$58,578		$55,908	$67,560	
	Lowest	30,006	28,000		32,000	38,000	
	Average	40,805	39,190		40,323	48,646	
Instructor							
Number:	Institutions	2	10	13	2	9	12
	Individuals	59	295	867	22	31	101
Salary:	Highest	$59,148	$49,400	$62,107	$49,999	$62,280	$66,892
	Lowest	14,723	24,000	24,250	23,472	12,000	23,235
	Average	25,506	32,413	37,403	29,521	38,161	43,983
All Ranks							
Number:	Institutions	2	10	13	2	9	12
	Individuals	1,304	1,547	867	221	93	101
Salary:	Highest	$144,200	$63,496	$62,107	$150,840	$81,360	$66,892
	Lowest	14,723	24,000	24,250	23,472	12,000	23,235
	Average	52,723	42,112	37,403	71,943	49,893	43,983

TABLE 10

Table 10 presents income earned by full-time faculty members from activities that are specifically authorized by the institution in addition to primary employment duties. Income from summer-term employment for faculty employed on a 9-10 month contract basis is excluded from Table 10. These data are presented as "actual" for the completed year of 1996-97 and "estimated" for the current year, 1997-98.

The "estimated" average mean income in the 25 institutions from extra teaching assignments and approved noninstitutional employment for 1997-98 is $2,354 for those faculty members earning such income. The "actual" figure for 1996-97 was $2,358. In 1997-98, the median of the "estimated" averages is $2,100; in 1996-97, the median of the "actual" averages was $2,440. In 1997-98, the highest "estimated" average income from extra assignments is $6,201; in 1996-97, the highest "actual" average was $4,842.

TABLE 10

ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS AND APPROVED NONINSTITUTIONAL EMPLOYMENT 1996-97 AND 1997-98

Institution	Income from Extra Assignments			
	1996-97 Actual		1997-98 Estimated	
	Number of Faculty	Average Income	Number of Faculty	Average Income
University of Oklahoma	168	$2,646	177	$2,631
Oklahoma State University	116	$3,238	130	$3,275
Comprehensive Universities	**284**	**$2,888**	**307**	**$2,903**
University of Central Oklahoma	80	$1,182	85	$1,062
East Central University	87	1,569	72	1,472
Northeastern State University	129	2,448	74	1,857
Northwestern Oklahoma State University	38	1,397	39	1,424
Southeastern Oklahoma State University	50	1,411	53	1,564
Southwestern Oklahoma State University	73	1,584	75	1,592
Cameron University	73	2,907	70	2,514
Langston University	8	3,831	17	2,100
Oklahoma Panhandle State University	-	-	-	-
University of Science & Arts of Oklahoma	25	1,080	19	1,160
Four-Year Universities	**563**	**$1,782**	**504**	**$1,527**
Carl Albert State College	29	$4,842	27	$6,201
Connors State College	-	-	-	-
Eastern Oklahoma State College	36	3,092	34	2,605
Murray State College	6	1,140	7	1,125
Northeastern Oklahoma A&M College	-	-	-	-
Northern Oklahoma College	26	2,440	25	3,587
Oklahoma City Community College	77	3,093	57	3,223
Redlands Community College	18	1,753	16	1,448
Rogers University - Claremore Campus	37	-	38	-
Rose State College	130	2,600	135	2,700
Seminole State College	30	1,777	34	1,754
Tulsa Community College	130	3,285	138	3,360
Western Oklahoma State College	21	1,755	15	2,522
Two-Year Colleges	**540**	**$2,680**	**526**	**$2,825**
All Colleges & Universities	**1,387**	**$2,358**	**1,337**	**$2,354**

FIGURE 10

ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS AND APPROVED NONINSTITUTIONAL EMPLOYMENT

1996-97 - 1997-98

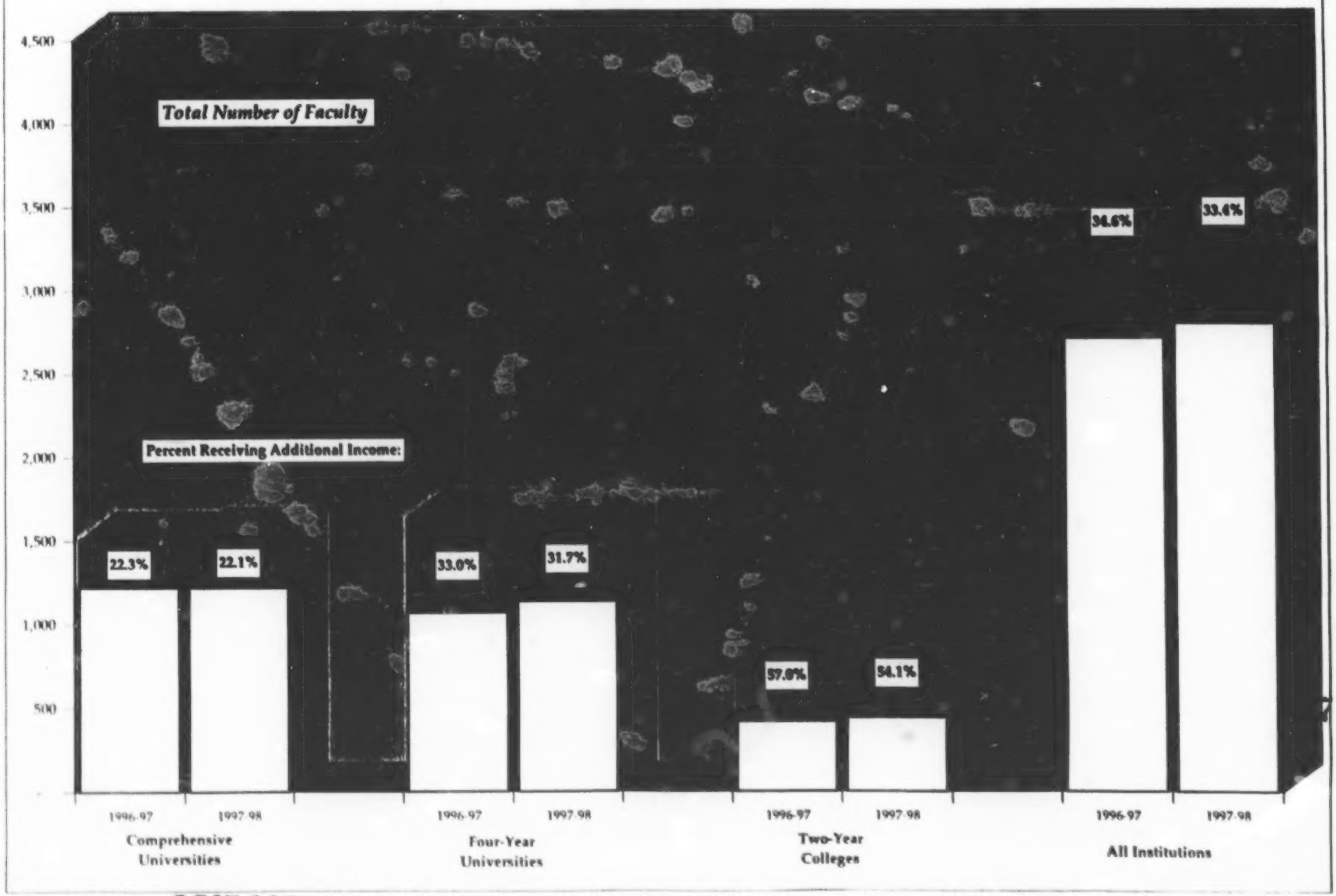

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TABLE 11

Table 11 presents 1997-98 salary data for selected administrative positions on an 11-12 month employment period by type of institution. The positions selected for inclusion are those most commonly staffed at higher education institutions. The average amount of fringe benefits is also included in the table. In some institutions, one individual may hold two or more administrative titles. In these instances, the salary has been reported under that heading most commonly associated with the highest salary.

Comprehensive university presidents salaries average $184,500 in 1997-98, compared to $157,197 in 1996-97. Fringe benefits for the two presidents average $34,848.

Four-year university presidents receive an average salary of $125,745 in 1997-98, an increase of 14.6% over the 1996-97 average salary of $109,741. The highest salary for a four-year university president in 1997-98 is $158,000, compared to $140,000 in 1996-97. Fringe benefits average $25,057 or 19.9% of the average salary.

Two-year college presidents receive an average salary of $95,361 in 1997-98, an increase of 4.6% over the 1996-97 average salary of $91,178. The highest salary for a two-year college president in 1997-98 is $118,627, compared to $112,978 in 1996-97. Fringe benefits average $25,632 or 26.9% of the average salary.

College and university vice presidents' salary information includes those positions surveyed in the Administrative Compensation Survey from the College and University Personnel Association (CUPA). These positions surveyed at the Vice President level are: Chief Academic Officer, Chief Business Officer, Chief Development Officer, and Chief Student Affairs Officer.

TABLE 11

11-12 MONTH AVERAGE SALARIES OF SELECTED ADMINISTRATIVE POSITIONS
1997-98

Position		Type of Institution: Comprehensive Universities	Four-Year Universities	Two-Year Colleges
President				
Number:	Institutions	2	10	13
	Individuals	2	10	13
Salary:	Highest	$200,000	$158,000	$118,627
	Lowest	169,000	92,000	80,000
	Average	184,500	125,745	95,361
Fringe Benefits:	Highest	$41,963	$34,754	$29,323
	Lowest	27,732	16,595	14,906
	Average	34,848	25,057	25,632
Chief Academic Officer				
Number:	Institutions	2	10	13
	Individuals	2	10	13
Salary:	Highest	$157,800	$97,848	$96,672
	Lowest	137,500	78,900	58,790
	Average	147,650	82,977	70,037
Fringe Benefits:	Highest	$30,985	$23,226	$18,508
	Lowest	26,290	11,679	7,353
	Average	28,638	18,540	14,836
Chief Business Officer				
Number:	Institutions	2	10	13
	Individuals	2	10	13
Salary:	Highest	$139,320	$93,679	$83,750
	Lowest	132,600	50,482	45,864
	Average	135,960	80,294	64,093
Fringe Benefits:	Highest	$30,124	$24,044	$18,508
	Lowest	23,908	10,561	6,139
	Average	27,016	18,174	13,960

Position		Type of Institution: Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Chief Development Officer				
Number:	Institutions		6	7
	Individuals		6	7
Salary:	Highest		$79,308	$85,628
	Lowest		31,200	33,850
	Average	126,271	57,155	56,606
Fringe Benefits:	Highest		$19,142	$19,381
	Lowest		7,230	6,414
	Average	29,012	13,559	14,266
Chief Student Affairs Officer				
Number:	Institutions	2	8	12
	Individuals	2	8	12
Salary:	Highest	$110,400	$84,242	$86,477
	Lowest	89,785	50,620	25,419
	Average	100,093	72,422	56,160
Fringe Benefits:	Highest	$22,603	$20,516	$17,906
	Lowest	20,173	13,309	4,253
	Average	21,388	16,885	11,443
Director of Institutional Research*				
Number:	Institutions	2	5	8
	Individuals	2	5	8
Salary:	Highest	$80,652	$71,750	$64,006
	Lowest	73,914	27,000	37,829
	Average	77,283	49,141	46,702
Fringe Benefits:	Highest	$19,815	$15,907	$17,780
	Lowest	16,266	8,165	8,887
	Average	18,041	11,741	11,604

* One administrator is designated as both the Director of Institutional Research and Chief Budgeting Officer at one of the comprehensive universities.

TABLE 11 (cont.)

Position		Type of Institution: Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Comptroller				
Number:	Institutions	2	6	8
	Individuals	2	6	8
Salary:	Highest	$101,556	$59,160	$54,000
	Lowest	79,758	37,748	27,456
	Average	90,657	52,832	40,252
Fringe Benefits:	Highest	$20,841	$17,941	$15,155
	Lowest	19,033	9,878	5,505
	Average	19,937	13,155	9,866
Director of Financial Aid				
Number:	Institutions	2	10	12
	Individuals	2	10	12
Salary:	Highest	$85,872	$49,343	$56,140
	Lowest	57,614	28,938	24,024
	Average	71,743	42,613	36,969
Fringe Benefits:	Highest	$16,957	$13,713	$14,565
	Lowest	16,468	8,588	4,645
	Average	16,713	10,876	8,711
Chief Legal Counsel				
Number:	Institutions	2		3
	Individuals	2		3
Salary:	Highest	$106,596		$ 95,822
	Lowest	83,600		24,957
	Average	95,098		55,670
Fringe Benefits:	Highest	$21,516		$ 20,713
	Lowest	19,683		6,162
	Average	20,600		12,429

Position		Type of Institution: Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Bursar				
Number:	Institutions	2	4	4
	Individuals	2	4	4
Salary:	Highest	$62,801	$49,562	$42,207
	Lowest	58,440	30,308	18,158
	Average	60,621	38,864	28,809
Fringe Benefits:	Highest	$17,701	$12,216	$13,526
	Lowest	12,882	6,458	3,626
	Average	15,292	9,850	8,148
Director of Athletics				
Number:	Institutions	2	10	6
	Individuals	2	10	6
Salary:	Highest	$151,704	$70,485	$49,925
	Lowest	120,750	42,489	35,136
	Average	136,227	50,793	41,760
Fringe Benefits:	Highest	$26,647	$18,416	$12,640
	Lowest	25,505	10,264	5,751
	Average	26,076	12,845	9,218
Chief Information System Officer				
Number:	Institutions	2	10	7
	Individuals	2	10	7
Salary:	Highest	$105,000	$76,000	$69,608
	Lowest	92,604	42,827	33,101
	Average	98,802	56,553	47,152
Fringe Benefits:	Highest	$23,879	$18,700	$17,291
	Lowest	17,855	9,124	4,142
	Average	20,867	14,162	9,852

TABLE 11 (cont.)

Position		Type of Institution: Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Chief Budgeting Officer*				
Number:	Institutions	2	3	2
	Individuals	2	3	2
Salary:	Highest	$80,652	$64,200	$57,000
	Lowest	74,235	27,400	41,152
	Average	77,444	48,643	49,076
Fringe Benefits:	Highest	$19,871	$17,545	$12,902
	Lowest	16,266	6,610	8,914
	Average	18,069	9,012	10,908
Chief Personnel/HR Officer				
Number:	Institutions	2	6	4
	Individuals	2	6	4
Salary:	Highest	$86,724	$57,120	$70,925
	Lowest	76,780	41,196	33,923
	Average	81,752	46,309	53,773
Fringe Benefits:	Highest	$20,318	$15,624	$16,737
	Lowest	17,072	9,288	5,421
	Average	18,695	11,990	11,992
Director of Alumni Affairs				
Number:	Institutions	2	7	4
	Individuals	2	7	4
Salary:	Highest	$88,081	$47,500	$50,000
	Lowest	86,000	18,000	30,326
	Average	87,041	33,286	41,161
Fringe Benefits:	Highest	$21,937	$14,932	$10,190
	Lowest	17,253	5,465	7,498
	Average	19,595	9,180	8,543

Position		Type of Institution: Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Director of Campus Security				
Number:	Institutions	2	9	3
	Individuals	2	9	3
Salary:	Highest	$73,476	$41,000	$40,800
	Lowest	65,775	20,600	21,870
	Average	69,626	30,145	33,586
Fringe Benefits:	Highest	$18,408	$13,202	$12,449
	Lowest	15,312	5,788	5,962
	Average	16,860	8,649	10,006
Chief Payroll Officer				
Number:	Institutions	2	7	5
	Individuals	2	7	5
Salary:	Highest	$55,680	$34,920	$40,500
	Lowest	43,500	23,004	16,848
	Average	49,590	26,961	28,364
Fringe Benefits:	Highest	$13,007	$9,598	$12,626
	Lowest	12,346	5,851	4,739
	Average	12,677	7,645	6,662
Director of Telecommunications				
Number:	Institutions		3	3
	Individuals		3	3
Salary:	Highest		$54,000	$ 67,462
	Lowest		35,708	37,368
	Average	65,868	45,903	50,393
Fringe Benefits:	Highest		$11,788	$ 13,388
	Lowest		9,625	5,392
	Average	14,298	10,507	8,650

* One administrator is designated as both the Director of Institutional Research and Chief Budgeting Officer at one of the comprehensive universities.

TABLE 11 (cont.)

Position		Type of Institution: Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Chief Public Relations Officer				
Number:	Institutions	2	9	11
	Individuals	2	9	11
Salary:	Highest	$100,668	$54,344	$62,196
	Lowest	69,237	29,925	25,311
	Average	84,953	41,742	41,270
Fringe Benefits:	Highest	$19,232	$13,894	$16,223
	Lowest	18,918	7,425	5,080
	Average	19,075	10,958	10,523
Director of Libraries				
Number:	Institutions	2	9	13
	Individuals	2	9	13
Salary:	Highest	$99,000	$73,080	$61,271
	Lowest	88,030	46,000	37,500
	Average	93,515	55,472	44,834
Fringe Benefits:	Highest	$22,294	$19,478	$18,778
	Lowest	18,700	10,534	5,402
	Average	20,497	13,748	10,354
Director of Purchasing				
Number:	Institutions	2	6	5
	Individuals	2	6	5
Salary:	Highest	$71,664	$47,927	$56,141
	Lowest	61,416	20,110	22,342
	Average	66,540	33,649	44,012
Fringe Benefits:	Highest	$18,024	$12,824	$12,607
	Lowest	13,463	5,431	4,502
	Average	15,744	8,921	10,201

Position		Type of Institution: Comprehensive Universities	Four-Year Universities	Two-Year Colleges
Chief Admissions Officer				
Number:	Institutions		7	6
	Individuals		7	6
Salary:	Highest		$61,894	$40,000
	Lowest		27,040	25,000
	Average	62,340	43,944	35,385
Fringe Benefits:	Highest		$13,538	$10,316
	Lowest		8,177	6,324
	Average	13,640	10,908	8,168
Registrar				
Number:	Institutions	2	8	12
	Individuals	2	8	12
Salary:	Highest	$85,620	$50,697	$59,930
	Lowest	73,239	35,044	22,279
	Average	79,430	43,331	39,306
Fringe Benefits:	Highest	$20,182	$15,401	$15,986
	Lowest	16,925	8,194	4,510
	Average	18,554	11,104	9,517
Chief Physical Plant & Facilities				
Number:	Institutions	2	10	11
	Individuals	2	10	11
Salary:	Highest	$93,012	$69,012	$61,800
	Lowest	80,000	32,269	26,523
	Average	86,506	50,175	40,444
Fringe Benefits:	Highest	$19,488	$20,334	$17,581
	Lowest	17,907	9,193	5,287
	Average	18,698	13,300	10,470

TABLES 12, 13, and 14

Tables 12, 13, and 14 present average salaries and fringe benefits of eight constituent agencies in the state higher education system. Each of the constituent agencies is unique with respect to average salary rates or professional classification. Consequently, salary data for each of the eight agencies are presented separately.

The University of Oklahoma Health Sciences Center average salaries are presented on an 11-12 month contract basis. **The College of Medicine** 1997-98 average salary is $66,338, an increase of 1.7% from 1996-97. **The College of Dentistry** 1997-98 average salary is $60,184, an increase of 4.5% from 1996-97. **The College of Nursing** 1997-98 average salary is $39,898. **The College of Public Health** 1997-98 average salary is $62,529, an increase of 6.2% over 1996-97. **The College of Allied Health** 1997-98 average salary is $50,248, an increase of 4.8% over 1996-97. **The Graduate College** 1997-98 average salary is $52,909. **The College of Pharmacy** 1997-98 average salary is $63,721, an increase of 7.9% over 1996-97. **The Tulsa Branch Medical School** 1997-98 average salary is $85,960, a decrease of 2.0% from 1996-97.

The University of Oklahoma Law Center full-time faculty average salary on a 9-10 month equivalent contract basis for 1997-98 is $81,629, a 9.9% increase over 1996-97.

The Oklahoma State University College of Veterinary Medicine full-time faculty average salary on an 11-12 month contract basis for 1997-98 of $73,513 is an increase of 1.0% over 1996-97.

The Oklahoma State University College of Osteopathic Medicine full-time faculty average salary on an 11-12 month contract basis for 1997-98 of $92,882 is an increase of 3.6% over 1996-97.

The Oklahoma State University Agricultural Experiment Station full-time faculty average salary on an 11-12 month contract basis for 1997-98 of $69,181 is an increase of 4.3% over 1996-97.

The Oklahoma State University Agricultural Extension Division full-time faculty average salary on an 11-12 month contract basis for 1997-98 of $65,640 is an increase of 4.7% over 1996-97.

The Oklahoma State University Technical Branch, Okmulgee full-time faculty average salary on an 11-12 month contract basis for 1997-98 of $40,413 is an increase of 9.5% from 1996-97.

The Oklahoma State University Technical Branch, Oklahoma City full-time faculty average salary on a 9-10 month contract basis for 1997-98 of $34,638 is an increase of 6.6% over 1996-97.

TABLE 12

UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER*
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12-MONTH SALARIES FOR 1997-98

College	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
College of Medicine	136	$86,280	115	$66,759	163	$56,707	47	$41,002	461	$66,338
College of Dentistry	13	$74,000	21	$64,050	15	$52,909	5	$29,851	54	$60,184
College of Nursing	3	$75,248	11	$54,623	24	$36,383	16	$28,420	54	$39,898
College of Public Health	12	$81,870	11	$53,012	9	$48,373			32	$62,529
College of Allied Health	8	$62,602	8	$53,163	23	$45,294	2	$46,153	41	$50,248
Graduate College of Medical & Dental Science	6	$76,275	8	$48,160	7	$38,308			21	$52,909
College of Pharmacy	10	$79,127	11	$65,998	19	$55,017	1	$50,000	41	$63,721
Tulsa Branch Medical School	13	$116,821	16	$90,382	30	$73,903	3	$49,219	62	$85,960
TOTAL	201	$85,436	201	$65,617	290	$54,889	74	$38,122	766	$64,100

*NOTE: Included faculty are those employed full time for the Health Sciences Center and faculty members who devote a part of their time to the Health Sciences Center and to either the Veterans Administration or to the Medical Research Foundation but whose employment agreement anticipates the amount of income from these sources. Full-time faculty members prorate time among the various divisions. Time allocated to each division has been rounded to the nearest whole number of full time faculty.

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TABLE 13

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
All Other Constituent Agencies
1997-98

UNIVERSITY OF OKLAHOMA LAW CENTER
9-10 MONTH EQUIVALENT SALARIES FOR 1997-98

Rank	Number	Amount
Professor	25	$93,323
Associate Professor	5	68,699
Assistant Professor	3	60,333
Instructor	4	40,677
All Ranks	37	$81,629

NOTE: All 11-12 month salaries have been equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

OSU COLLEGE OF VETERINARY MEDICINE
11-12 MONTH EQUIVALENT SALARIES FOR 1997-98

Rank	Number	Amount
Professor	29	$83,609
Associate Professor	18	68,033
Assistant Professor	15	63,004
Instructor	1	37,004
All Ranks	63	$73,513

NOTE: All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

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OSU AGRICULTURE EXPERIMENT STATION
11-12 MONTH EQUIVALENT SALARIES FOR 1997-98

Rank	Number	Amount
Professor	52	78,874
Associate Professor	20	57,885
Assistant Professor	12	50,957
Instructor	2	39,468
All Ranks	86	$69,181

NOTE: All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

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TABLE 13 (continued)

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
All Other Constituent Agencies
1997-98

OSU AGRICULTURE EXTENSION DIVISION
11-12 MONTH SALARIES FOR 1997-98

Rank	Number	Amount
Professor	36	$76,934
Associate Professor	17	56,555
Assistant Professor	17	50,806
Instructor	-	-
All Ranks	70	$65,640

OSU COLLEGE OF OSTEOPATHIC MEDICINE
11-12 MONTH EQUIVALENT SALARIES FOR 1997-98

Rank	Number	Amount
Professor	19	$104,378
Associate Professor	16	88,779
Assistant Professor	12	80,152
All Ranks	47	$92,882

OSU TECHNICAL BRANCH, OKMULGEE
11-12 MONTH EQUIVALENT SALARIES FOR 1997-98

Rank	Number	Amount
Professor	-	-
Associate Professor	-	-
Assistant Professor	-	-
Instructor	134	40,413
All Ranks	134	$40,413

NOTE: All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

OSU TECHNICAL BRANCH, OKLAHOMA CITY
9-10 MONTH EQUIVALENT SALARIES FOR 1997-98

Rank	Number	Amount
Professor	9	41,117
Associate Professor	18	36,047
Assistant Professor	23	33,563
Instructor	13	30,106
All Ranks	63	$34,638

NOTE: All 11-12 month salaries have been equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

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TABLE 14

AVERAGE FRINGE BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY, 1997-98

Institution	No. of Faculty	Retirement Plan	Medical & Dental	Social Security	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU Health Sciences Center									
College of Nursing	34	$6,239	$1,816	$2,817	$83	$212	$169	$3	$11,339
College of Public Health	2	8,553	1,816	3,679	83	277	221	3	14,632
College of Allied Health	3	7,083	1,816	3,131	83	236	188	3	12,540
OU Law Center	28	13,575	1,816	5,269	111	496	465	3	21,735
OSU Constituent Agencies									
College of Veterinary Medicine	4	6,675	1,920	4,748	33	275	318		13,969
Agriculture Experiment Station	3	5,981	1,920	4,363	33	271	287		12,855
Technical Branch, Okmulgee	81	2,218	1,920	2,120	33	158	155		6,604
Technical Branch, Oklahoma City	43	2,993	1,786	2,530	33	148	164		7,654

AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 1997-98

Institution	No. of Faculty	Retirement Plan	Medical & Dental	Social Security	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU Health Sciences Center									
College of Medicine	461	$11,451	$1,816	$5,084	$83	$382	$306	$3	$19,125
College of Dentistry	54	10,462	1,816	4,580	83	345	275	3	17,564
College of Nursing	20	9,940	1,816	4,314	83	325	259	3	16,740
College of Public Health	30	11,319	1,816	5,017	83	378	302	3	18,918
College of Allied Health	38	9,240	1,816	3,957	83	298	238	3	15,635
Graduate College of Medical & Dental Science	21	8,882	1,816	3,801	83	286	229	3	15,100
College of Pharmacy	41	11,073	1,816	4,891	83	368	294	3	18,528
Tulsa Branch Medical School	62	14,376	1,816	5,487	83	495	395	3	22,655
OU Law Center	9	13,054	1,816	4,818	111	475	445	3	20,722
OSU Constituent Agencies									
College of Veterinary Medicine	59	7,119	1,887	5,007	33	272	343		14,661
Agriculture Experiment Station	83	6,450	1,920	4,765	33	266	321		13,755
Agriculture Extension Division	70	6,157	905	4,632	33	111	302		12,140
Technical Branch, Okmulgee	53	4,808	1,920	3,804	33	194	229		10,988
Technical Branch, Oklahoma City	20	4,466	1,824	3,521	33	180	211		10,235
College of Osteopathic Medicine	47	9,756	1,920	5,402	23	353	418		17,872

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TABLES 15 and 16

Tables 15 and 16 illustrate the number and average salaries of new full-time faculty hired in 1997-98, as well as the number and average salaries of full-time faculty terminations in 1996-97. A total of 272 faculty retired, resigned, or were terminated, while an additional 297 faculty were hired, a net gain of 25 new faculty. "Terminated Faculty" on Table 16 includes faculty who departed for any of the noted reasons (retired or resigned).

When comparing average salaries of new faculty hires to faculty terminations, new faculty salaries were 2.5% higher at the comprehensive universities, 9.1% lower at four-year universities, and 14.2% lower at two-year colleges. The system average is 4.8% less for new hires compared to terminated faculty. The average salaries of new hires are lower primarily because most new faculty are hired at a lower academic rank (i.e., assistant professor or instructor).

It is significant that the average salary of new hires is higher at all ranks of both comprehensive universities than the average salary of each rank as a whole (Table 15 vs. Table 1). At the regional universities, newcomers' average salaries are lower than the average salaries for the ranks of assistant professor and instructor, as a whole, but are higher for professors and associate professors.

TABLE 15

NEW FACULTY HIRES - 1997-98

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary
University of Oklahoma	5	$ 87,036	9	$ 66,289	42	$ 40,056			56	$ 48,467
Oklahoma State University	5	72,651	7	45,859	25	41,493	1	34,002	38	46,200
Comprehensive Universities	**10**	**$ 79,843**	**16**	**$ 57,351**	**67**	**$ 40,592**	**1**	**$ 34,002**	**94**	**$ 47,551**
University of Central Oklahoma					8	$ 43,742	9	$ 32,826	17	$ 37,963
East Central University	1	52,773			12	34,790	7	30,850	20	34,310
Northeastern State University	1	92,291			25	37,222	2	33,959	28	38,955
Northwestern Oklahoma State University	2	53,475			7	38,403	3	28,950	12	38,552
Southeastern Oklahoma State University	1	50,545	1	44,000	12	38,170	10	28,412	24	34,863
Southwestern Oklahoma State University					9	35,556	5	31,100	14	33,965
Cameron University			1	50,534	11	34,031	5	27,187	17	32,989
Langston University					6	37,109	5	25,333	11	31,756
Oklahoma Panhandle State University					5	34,773	5	31,255	10	33,014
University of Science & Arts of Oklahoma					5	32,020	2	28,500	7	31,014
Regional 4-Year Tier	**5**	**$ 60,512**	**2**	**$ 47,267**	**100**	**$ 36,758**	**53**	**$ 29,842**	**160**	**$ 35,341**
Carl Albert State College							2	$ 27,678	2	$ 27,678
Connors State College							4	29,021	4	29,021
Eastern Oklahoma State College							2	33,000	2	33,000
Murray State College							1	25,166	1	25,166
Northeastern Oklahoma A&M College							4	29,773	4	29,773
Northern Oklahoma College							2	28,463	2	28,463
Oklahoma City Community College							9	28,862	9	28,862
Redlands Community College							4	29,682	4	29,682
Rose State College							3	30,000	3	30,000
Seminole State College							2	27,552	2	27,552
Tulsa Community College							8	29,694	8	29,694
Western Oklahoma State College							2	33,950	2	33,950
Two-Year Colleges							**43**	**$ 29,481**	**43**	**$ 29,481**
All Institutions	**15**	**$ 73,400**	**18**	**$ 56,230**	**167**	**$ 38,296**	**97**	**$ 29,725**	**297**	**$ 38,357**

NOTE: Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

TABLE 16

FACULTY TERMINATIONS - 1997-98

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary
University of Oklahoma	11	$ 60,149	12	$ 43,887	20	$ 39,525	-	$ -	43	$ 46,018
Oklahoma State University	14	55,396	6	43,013	12	39,000	-	-	32	46,926
Comprehensive Universities	**25**	**$ 57,488**	**18**	**$ 43,596**	**32**	**$ 39,328**	**-**	**$ -**	**75**	**$ 46,405**
University of Central Oklahoma			3	$ 47,259	7	$ 42,115	4	$ 34,307	14	$ 40,986
East Central University	5	$ 49,551	3	$ 40,952	6	$ 38,519	3	$ 30,435	17	40,766
Northeastern State University	13	$ 52,388	3	$ 40,367	11	$ 36,604	9	$ 30,544	36	41,102
Northwestern Oklahoma State University	1	$ 47,738			6	$ 36,833	2	$ 27,032	9	35,867
Southeastern Oklahoma State University	2	$ 50,010	1	$ 43,000	14	$ 36,314	3	$ 28,543	20	36,852
Southwestern Oklahoma State University	2	$ 50,463	3	$ 49,591	7	$ 39,361	5	$ 29,648	17	39,616
Cameron University	4	$ 55,634			9	$ 38,771	3	$ 28,614	16	41,082
Langston University	2	$ 47,464	4	$ 41,059	7	$ 32,552	5	$ 32,072	18	35,966
Oklahoma Panhandle State University	1	$ 44,992	2	$ 38,168			4	$ 30,312	7	34,654
University of Science & Arts of Oklahoma					1	$ 32,800	3	$ 27,003	4	28,452
4-year Universities	**30**	**$ 51,331**	**19**	**$ 43,057**	**68**	**$ 37,398**	**41**	**$ 30,240**	**158**	**$ 38,867**
Carl Albert State College							3	30,594	3	30,594
Connors State College							4	35,934	4	35,934
Northeastern Oklahoma A&M College							5	32,092	5	32,092
Northern Oklahoma College							1	39,022	1	39,022
Oklahoma City Community College							5	30,913	5	30,913
Redlands Community College							4	29,204	4	29,204
Rose State College							9	41,403	9	41,403
Seminole State College							3	30,741	3	30,741
Tulsa Community College							4	33,359	4	33,359
Western Oklahoma State College							1	35,800	1	35,800
2-year Colleges							**39**	**$ 34,371**	**39**	**$ 34,371**
All Institutions	**55**	**$ 54,130**	**37**	**$ 43,319**	**100**	**$ 38,016**	**80**	**$ 32,254**	**272**	**$ 40,301**

NOTE: Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11

TABLE 17

Table 17 illustrates average salaries by rank and by tier of Oklahoma institutions compared to national averages.

Oklahoma has made significant strides in bringing faculty salaries up to the national average. With the exception of Oklahoma's instructor salaries, which already exceed the national average, salaries of all other ranks are now no more than 9 percentage points below the national average. Oklahoma professors salaries are at 92.8% of the national average ($63,095 compared to $68,018), associate professors are 91.7% of the national average ($46,917 compared to $51,181), and assistant professors are 93.5% of the national average ($39,660 compared to $42,402). Oklahoma instructors salaries exceed the national average, $35,368 compared to $32,359.

Professors at Oklahoma's comprehensive universities have seen the largest 10-year growth in average salary, 65.2%, when compared to other ranks and other tiers. Nationally, professor salaries at comprehensive universities grew only 47.1%, by comparison. Not surprisingly, Oklahoma instructors at comprehensive universities have seen the smallest 10-year increase, 34.2%, and are 77.4% of the national average ($25,139 compared to $32,478).

Overall, average salaries of all ranks have increased 46.4% over the 10-year period compared to 44.2% nationally, bringing Oklahoma average faculty salaries up to 84.3% of the national average.

Figure 11 shows the annual percentage increases in average faculty salaries in Oklahoma and the nation over a 10-year period for each tier of institutions. Comprehensive universities have made the most progress, with percentage increases surpassing the national average in 7 out of the 10 years. Overall, Oklahoma's average annual increase outpaced the nation, 3.9% compared to 3.7%.

Figure 12 shows annual percentage increases in faculty salaries in Oklahoma and the nation over a 10-year period by faculty rank. Professors received the largest average annual increase, 4.8%, compared to 3.7% nationally. Average annual increases for associate professors, assistant professors, and instructors were 3.7%, 3.4%, and 3.3%, respectively.

TABLE 17

AVERAGE SALARIES PAID FULL-TIME FACULTY, BY RANK, BY TIER
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS
1987-88 to 1997-98

Professor

Salaries by Tier		1987-88	1988-	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	10-Yr % Inc
Comprehensive Universities	National	51,080	54,240	57,520	60,450	61,950	63,250	64,860	67,560	69,750	72,220	75,154	47.1%
	Oklahoma	42,833	45,472	48,215	52,752	54,784	54,663	55,921	58,217	60,585	64,225	70,760	65.2%
	OK % of Nat'l	83.85%	83.83%	83.82%	87.27%	88.43%	86.42%	86.22%	86.17%	86.86%	88.93%	94.15%	
Four-Year Universities	National	46,060	46,920	49,610	52,190	53,750	54,240	55,690	57,090	58,520	60,481	61,839	34.3%
	Oklahoma	35,707	38,537	41,018	42,878	44,956	45,543	46,307	46,907	48,040	49,873	51,979	45.6%
	OK % of Nat'l	77.52%	82.13%	82.68%	82.16%	83.64%	83.97%	83.15%	82.16%	82.09%	82.46%	84.06%	
All Institutions	National	47,220	50,070	53,210	55,830	57,370	58,370	59,770	62,000	63,870	65,793	68,018	44.0%
	Oklahoma	39,567	42,546	45,189	48,555	50,590	50,825	51,866	53,524	55,549	58,439	63,095	59.5%
	OK % of Nat'l	83.79%	84.97%	84.93%	86.97%	88.18%	87.07%	86.78%	86.33%	86.97%	88.82%	92.76%	

Associate Professor

Salaries by Tier		1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	10-Yr % Inc
Comprehensive Universities	National	37,330	39,570	42,010	44,000	45,090	45,840	47,170	49,090	50,540	52,110	54,009	44.7%
	Oklahoma	32,933	35,747	37,772	41,067	42,065	41,698	42,411	43,562	44,717	46,526	48,480	47.2%
	OK % of Nat'l	88.22%	90.34%	89.91%	93.33%	93.29%	90.96%	89.91%	88.74%	88.48%	89.28%	89.76%	
Four-Year Universities	National	34,710	37,350	39,690	41,570	43,020	43,430	44,660	46,020	46,860	48,546	49,577	42.8%
	Oklahoma	32,716	34,918	36,667	38,015	38,960	39,206	39,440	40,538	40,780	42,464	44,621	36.4%
	OK % of Nat'l	94.26%	93.49%	92.38%	91.45%	90.56%	90.27%	88.31%	88.09%	87.03%	87.47%	90.00%	
All Institutions	National	35,640	37,890	40,250	42,210	43,420	44,070	45,330	46,990	48,180	49,664	51,181	43.6%
	Oklahoma	32,847	35,427	37,339	39,849	40,827	40,696	41,209	42,315	43,092	44,875	46,917	42.8%
	OK % of Nat'l	92.16%	93.50%	92.77%	94.41%	94.03%	92.34%	90.91%	90.05%	89.44%	90.36%	91.67%	

Assistant Professor

Salaries by Tier		1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	10-Yr % Inc
Comprehensive Universities	National	31,480	33,400	35,380	36,980	38,030	38,880	39,860	41,320	42,460	43,625	45,148	43.4%
	Oklahoma	28,476	29,915	31,675	34,651	35,487	36,221	37,036	37,519	38,079	39,158	40,358	41.7%
	OK % of Nat'l	90.46%	89.57%	89.53%	93.70%	93.31%	93.16%	92.92%	90.80%	89.68%	89.76%	89.39%	
Four-Year Universities	National	28,380	30,900	32,730	34,460	35,730	36,160	37,220	38,360	39,000	40,177	40,762	43.6%
	Oklahoma	28,424	30,446	32,496	33,920	35,114	35,077	35,621	36,262	36,907	37,994	39,215	38.0%
	OK % of Nat'l	100.16%	98.53%	99.29%	98.43%	98.28%	97.00%	95.70%	94.53%	94.63%	94.57%	96.20%	
All Institutions	National	29,610	31,680	33,530	35,200	36,330	37,000	37,960	39,210	40,170	41,272	42,402	43.2%
	Oklahoma	28,446	30,239	32,148	34,242	35,284	35,590	36,203	36,789	37,369	38,448	39,660	39.4%
	OK % of Nat'l	96.07%	95.45%	95.88%	97.28%	97.12%	96.19%	95.37%	93.83%	93.03%	93.16%	93.53%	

Instructor

Salaries by Tier		1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	10-Yr % Inc
Comprehensive Universities	National	22,180	23,580	24,570	25,910	26,610	27,170	28,170	29,300	29,960	30,910	32,478	46.4%
	Oklahoma	18,739	19,224	21,222	23,725	24,506	24,199	24,510	22,546	22,175	23,826	25,139	34.2%
	OK % of Nat'l	84.49%	81.53%	86.37%	91.57%	92.09%	89.07%	87.01%	76.95%	74.02%	77.08%	77.40%	
Four-Year Universities	National	21,810	24,030	25,110	26,170	27,210	27,600	28,440	29,460	30,120	31,278	31,065	42.4%
	Oklahoma	23,826	25,372	26,806	27,847	28,680	29,055	29,465	29,566	30,167	31,205	32,300	35.6%
	OK % of Nat'l	109.24%	105.58%	106.75%	106.41%	105.40%	105.27%	103.60%	100.36%	100.16%	99.77%	103.98%	
Two Year Colleges	National	29,130	31,210	34,510	37,200	38,220	38,890	40,110	41,230	41,970	40,941	40,973	40.7%
	Oklahoma	26,824	28,007	29,307	30,638	31,805	32,440	32,390	33,395	34,324	35,887	37,255	38.9%
	OK % of Nat'l	92.08%	89.74%	84.92%	82.36%	83.22%	83.41%	80.75%	81.00%	81.78%	87.66%	90.93%	
All Institutions	National	22,190	23,890	25,040	26,330	27,180	27,750	30,170	29,600	30,810	31,834	32,359	45.8%
	Oklahoma	25,527	26,834	28,237	29,541	30,625	32,440	31,340	32,041	32,781	34,184	35,368	38.6%
	OK % of Nat'l	115.04%	112.32%	112.77%	112.20%	112.67%	116.90%	103.88%	108.25%	106.40%	107.38%	109.30%	

Average All Ranks

Salaries by Tier		1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	10-Yr % Inc
Comprehensive Universities	National	40,970	43,010	45,490	47,650	48,930	50,070	51,460	53,570	55,190	57,149	59,051	44.1%
	Oklahoma	34,386	36,994	39,268	42,680	43,920	44,293	45,477	46,826	48,447	50,533	53,613	55.9%
	OK % of Nat'l	83.93%	86.01%	86.32%	89.57%	89.76%	88.46%	88.37%	87.41%	87.78%	88.42%	90.79%	
Four-Year Universities	National	35,260	38,080	40,140	42,170	43,490	43,790	45,000	46,350	47,350	48,943	49,852	41.4%
	Oklahoma	30,142	31,929	34,054	35,411	36,669	37,018	37,729	38,360	38,903	40,387	42,039	39.5%
	OK % of Nat'l	85.48%	83.85%	84.84%	83.97%	84.32%	84.54%	83.84%	82.76%	82.16%	82.52%	84.33%	
Two Year Colleges	National	29,130	31,210	34,510	37,200	38,220	38,890	40,110	41,230	41,970	40,941	40,973	40.7%
	Oklahoma	26,824	28,007	29,307	30,638	31,805	32,440	32,390	33,395	34,325	35,887	37,255	38.9%
	OK % of Nat'l	92.08%	89.74%	84.92%	82.36%	83.22%	83.41%	80.75%	81.00%	81.78%	87.66%	90.93%	
All Institutions	National	37,170	39,640	41,920	44,020	45,260	46,000	47,280	49,050	50,410	52,044	53,594	44.2%
	Oklahoma	30,859	32,754	34,820	36,913	38,120	38,556	39,225	40,254	41,332	43,051	45,189	46.4%
	OK % of Nat'l	83.02%	82.63%	83.06%	83.86%	84.22%	83.82%	82.96%	82.07%	81.99%	82.72%	84.32%	

SOURCES: Average Faculty Salaries, The Chronicle of Higher Education, April, 1988-1998. Faculty Salaries in the Oklahoma State System of Higher Education, 87-88 through 97-98, State Regents.

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FIGURE 11

ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS

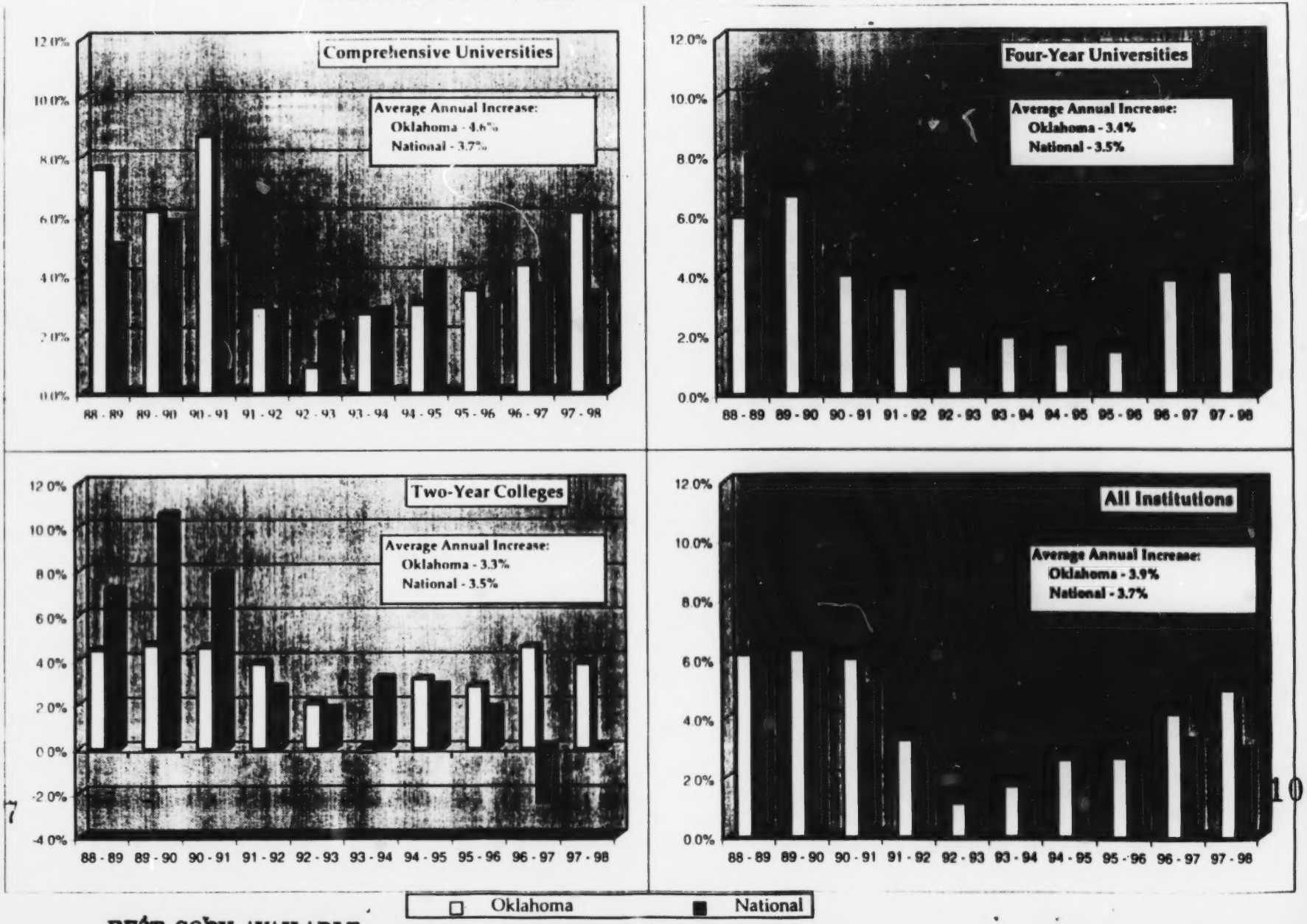

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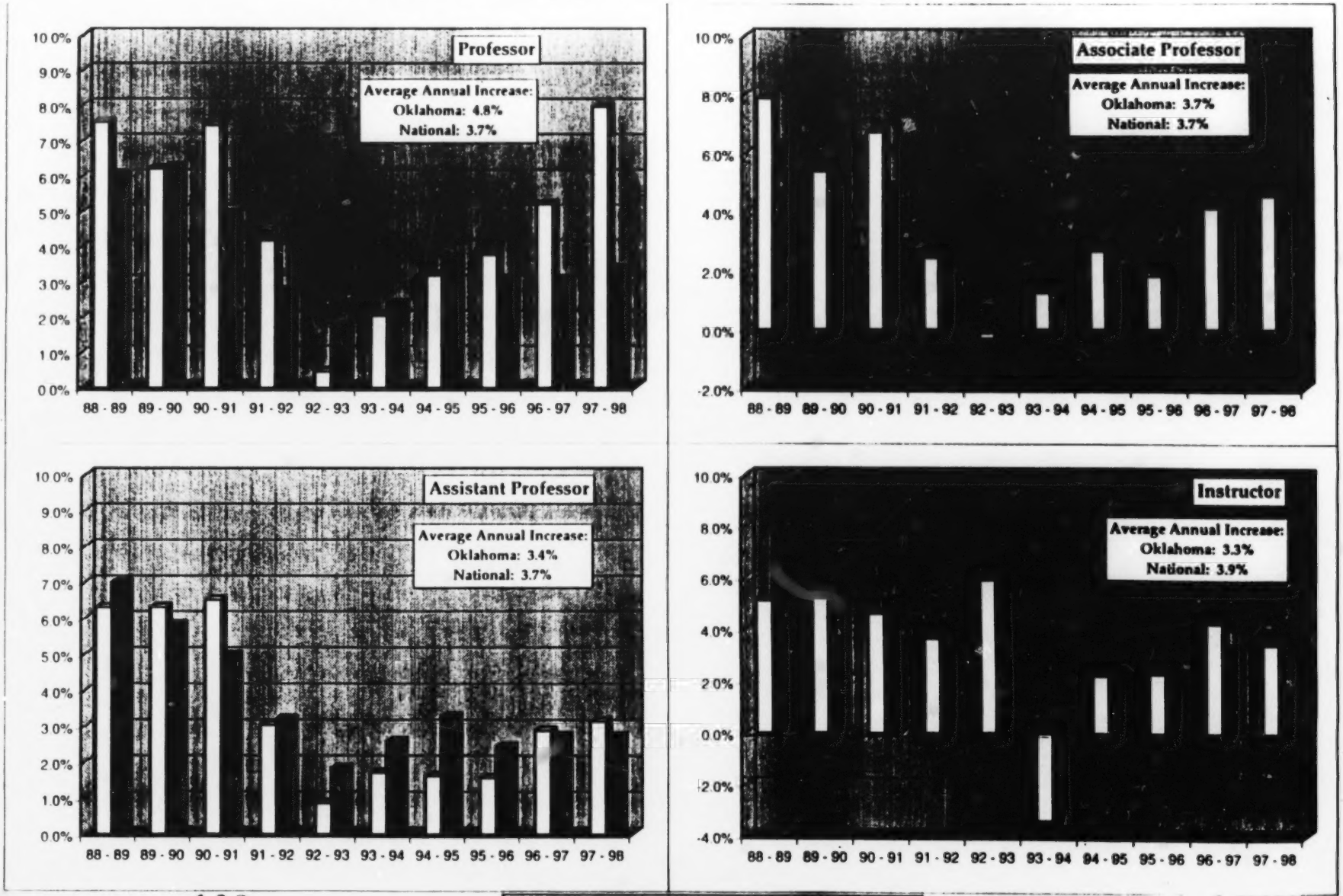
FIGURE 12

ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY RANK
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS



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